MINUTES OF CAMBRIDGE SCHOOL COMMITTEE
CAMBRIDGE, MASSACHUSETTS

JANUARY 1, 1968—DECEMBER 30, 1969

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SCHOOL COMMITTEE
(OFFICIAL REPORT)

FIRST REGULAR MEETING:

Monday, January 1, 1968

Called in accordance with Chap. 43, Sec. 32 of the general laws for the purpose of organization.

Members present: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons and Mr. Wylie. Mr. Fitzgerald was absent due to a death in his family.

The City Council having failed to elect a Mayor, the secretary called the meeting to order.

Rev. Ralph N. Helverson, Minister of the First Parish in Cambridge, offered the Invocation.

City Clerk Thomas M. McNamara administered the oath of office to the elected school committee members: Mr. Daniel J. Clinton, Mr. Francis H. Duehay, Mr. John A. P. Good, Mr. Gustave M. Solomons and Mr. David A. Wylie.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that Gustave M. Solomons, be elected temporary chairman.

Mr. Solomons in the chair.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the printed rules of the School Committee dated 1962 and amendments adopted in 1963, 1964, 1965, 1966 and 1967 shall be adopted as the Rules of the School Committee for the term 1968-1969 subject to amendment.

Because of the absence of Mr. Fitzgerald and the City Council having failed to elect a mayor, it was unanimously agreed to hold in abeyance the matter of the election of a Vice-Chairman.

Benediction was offered by Rev. Richard J. Butler, assistant at the Blessed Sacrament Church.

On motion by Mr. Good it was voted to adjourn;

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING:

Tuesday, January 2, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Wylie and Mr. Solomons.

Temporary Chairman Solomons in the chair.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that the following communication from the Rindge Alumni Association be placed on the table until organization of the committee has been completed.

Dec. 18, 1967

Edward J. O'Connell
Secretary to the School Committee
1700 Cambridge Street
Cambridge, Mass.

To the School Committee:

The Rindge Alumni Association wishes to express its gratitude to the Cambridge School Committee for its kind but challenging felicitations on the occasion of its 72nd Reunion. Challenging, because of the continuing success in fostering the Spirit of Rindge is the ever-present goal.

Now that the 75th Anniversary of the Alumni is less than three years away, all possible avenues that lead to a successful celebration need to be explored.

A boon to aid the Alumni in its goal for the perpetual fostering of the Rindge Spirit would be a permanent address, like the Charles T. J. McCue Trophy Room at Rindge. The alumni is happy to see that the room is being refurbished. A committee has been formed to work with you in an effort to bring about the full realization of the Trophy Room as the permanent quarters of the Alumni, together with its trophies, pictures, and other mementos of the Rindge School.

We would appreciate discussing this matter with you at your earliest convenience.

Most sincerely,
Louis Novak, President

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from William A. Halsey of the Office of Pietro Belluschi, Principal Architect for the proposed new Russell School:

December 27, 1967

Office of the City Manager
City Hall
Cambridge, Mass.

Attention: John Corcoran, Asst. City Mgr.
RE: Russell-Haggerty School

Dear John:

Thank you for your letter of 15 December 1967, advising that air conditioning has been eliminated as a criterion for the Russell-Haggerty School Project.

This information of course does not obviate the need to receive from you all of the other decisions mentioned in our letter to Mr. DeGuglielmo on 27 November 1967, including the basic decision of acceptance of the schematic designs as presented.

As you know from the meeting at the School Building Assistance Commission, the plans were essentially approved as now drawn with some minor swapping of identical shaped and sized spaces.

As you recognize, we can do no further work until formal approval of the work completed to date have been received.

Sincerely yours,
/s/ William A. Halsey

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

Attendance reports for the After School Centers were given each member.

The Superintendent reported the resignation of Joyce (Doria) Koestner, Guidance Counselor at the High & Latin School, effective February 1, 1968. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that the resignation be accepted.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to make part of the minutes the Superintendent's report that the final payment of $29,943.00 of the total entitlement of $95,351.24 under PL-874 for the 1966-1967 school year has been received.

On motion by Mr. Wylie, seconded by Mr. Duehay, it was voted to regretfully accept the resignation of Diana Altman as Assistant Director of the Project Follow Through effective December 31, 1967.

The chairman ordered placed on the 'calendar' in accordance with the rules, the Superintendent's recommendation that the following text books be approved for use by the Cambridge public schools:

PUBLISHED BY McLAUGHLIN & REILLY CO.
Simplicity in Music Appreciation, by Anthony J. Apicella, et al.

The Superintendent recommended that students of both high schools be permitted to participate, on a voluntary basis, in the 31st Annual High School Oratorical Contest, sponsored by the American Legion, Department of Massachusetts. On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation.

NEW BUSINESS

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that Whereas, the City Manager took action in renovating the Haggerty School in the summer of 1967, and Whereas the School Committee, Citizens, teachers and children of this school district were very pleased with the result of this renovation, therefore be it Resolved that the School Committee request the City Manager, in planning his 1968 capital program budget, consider a similar renovation for another elementary school in our system, not to include any of our planned new schools or any of our recently built schools.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the Committee on Buildings & Grounds consider including in their 1968 budget request a sufficient sum for providing doors in the boys' lavoratories in the newly renovated Haggerty School.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the Superintendent consider the possibility of using rooms in the Putnam Gardens as a possible solution for housing the students of the Houghton School, during construction of the Houghton School.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to procure from the Mass. Association of School Committees plaques to be presented to Mrs. Barbara Ackerman and Mr. George F. Olesen, Jr., in recognition of the fine services rendered as members of the 1967 School Committee.

On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted to convene in executive session.

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following persons be elected teachers in the Cambridge School Department, effective January 1, 1968, with the rank and assignment as indicated in each case:

Permanent			
Webster	Carolyn A. Schneider	Kdgn. Teacher	$5900
High & Latin	Barbara A. DeSantis	Teacher, Spanish	5900
	Margaret M. Cassidy	Teacher, Math	5900
	Anita R. Barton	Teacher, Soc. Studies	6500
	Nancy B. O'Connell	Teacher, Soc. Studies	5900
Provisional			
Roberts	Charles L. Brock	Teacher, Science	5900

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to reconvene in regular session.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to ratify and affirm the votes taken in executive session.

It was unanimously agreed to hold a special meeting of the School Committee on Tuesday, January 9, 1968 at 7:30 p.m. for the purpose of completing organization, consider and act on the 1968 budget, and to consider and act on any other business which may properly come before the committee.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

SPECIAL MEETING:

Tuesday, January 9, 1968

Called by unanimous agreement for the following purposes: 1. To complete organization; 2. To consider and act on the budget for 1968; 3. To consider and act on any other matters which may properly come before the committee.

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

City Clerk Thomas M. McNamara administered the oath of office to Mr. Fitzgerald.

The Committee then proceeded to the election of a Vice-Chairman.

Mr. Solomons nominated Francis H. Duehay for Vice-Chairman; Mr. Good nominated Mr. Fitzgerald for Vice-Chairman.

Mr. Clinton voted for	James F. Fitzgerald
Mr. Duehay voted for	Francis H. Duehay
Mr. Fitzgerald voted for	James F. Fitzgerald
Mr. Good voted for	James F. Fitzgerald
Mr. Solomons voted for	Francis H. Duehay
Mr. Wylie voted for	Francis H. Duehay
Mayor Sullivan voted for	James F. Fitzgerald

The chair declared that Mr. Fitzgerald had received four votes and that Mr. Duehay had received three votes. On motion by Mr. Duehay, seconded by Mr. Solomons it was voted that James F. Fitzgerald be elected Vice-Chairman unanimously. The chairman declared Mr. Fitzgerald elected unanimously as Vice-Chairman.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to procure from the Mass. Association of School Committees plaques to be presented to former Mayor Daniel J. Hayes, Jr., in recognition of the excellent services rendered as chairman of the 1966-1967 School Committee.

The Committee continued its examination of the 1968 budget and at the conclusion of the discussion it was unanimously agreed to lay the budget on the table.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from the Holy Ghost Hospital:

The chairman ordered placed on the 'calendar' a proposed amendment to the rules presented by Mr. Fitzgerald and seconded by Mr. Solomons, that the Vice-Chairman shall appoint a sub-committee on Athletics, to consist of three members of the School Committee the first named to be chairman of this sub-committee.

The Secretary presented an outline of a proposed brochure on the position of Superintendent of Schools and on motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that this matter be placed on the 'calendar'.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that the Ealing Corporation of Cambridge, be granted the use of facilities of the Harrington School Gymnasium from the close of school, Friday afternoon February 16, 1968 through February 24, 1968 with the understanding they willingly be able to use it at all times when it has not been previously scheduled for some other use; and, further they will assume the cost of heat, light, custodial service, etc., and they are to indemnify the School Department for any damages that may occur. It is further agreed that all personnel who are on the floor of the gymnasium will wear rubber soled shoes.

The committee convened in executive session and after the conclusion of the discussion the committee reconvened in regular session, and it was voted to ratify and affirm any action taken in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, January 16, 1968

REGULAR MEETING:

Present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of entertaining a motion to convene in executive session. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to convene in executive session for the purpose of meeting with the screening committee appointed to screen candidates for the position of Superintendent of Schools. At the conclusion of the discussion it was voted to reconvene in regular session.

Question came on approval of the minutes of the previous meetings. It was agreed to correct the minutes of the meeting of January 2, 1968 in a motion offered by Mr. Clinton relative to housing Houghton School Children, by changing the words "Putnam-Thorndike" to read "Putnam Gardens". It was agreed to correct the minutes of the meeting of January 9, 1968 by including the name of the chairman in the roll-call electing a Vice-Chairman.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the minutes of the meetings of December 15, 1967, December 27, 1967, January 1, 1968, January 2, 1968 and January 9, 1968 be approved as corrected.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to spread on the minutes a notice received from the Commonwealth of Mass. Department of Education that they have submitted to the State Treasurer for payment to the Cambridge School Department a final payment under provisions of Title V A, National Defense Education Act, the sum of $2,180.00.

There being no objection the chairman, ordered placed on file two communications from the City Manager concerning the proposed new Houghton School.

Conforming to a request of the School Committee, Mrs. Gill of the Houghton School PTA submitted a summary of statements made at the December 19th School Committee meeting concerning the Superintendent's report on relocatable classrooms. On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted to refer this report to the Superintendent for consideration during his study of the matter of housing Houghton School students.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to accept the resignations of Margaret L. Bakey Bibeau, second-grade teacher for two years at the Haggerty School, effective February 29, 1968 and of Rosalie Cardella Edwards, teacher of elementary home economics for four years, effective February 29, 1968 and of Rosalie Cardella Edwards, teacher of elementary home economics for four years, effective February 23, 1968.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that permission be granted to have the Cambridge public schools participate in the annual Goodwill Clothing Collection on Friday, May 10, 1968.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted that Mrs. Elenore M. Parker, teacher at the Webster School, having filed the proper forms required by the rules, be granted Maternity Leave of Absence in accordance with the Rules of the School Committee, effective January 31, 1968 to September 1, 1969.

The Superintendent reported that Marcia L. Klee, teacher at the Russell School was married to Dean F. DeRosa, on December 18, 1967 and her name will now appear on our records as Mrs. Marcia L. DeRosa.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that the Superintendent of Schools be authorized to represent the City of Cambridge at the Convention of the American Association of School Administrators to be held at Atlantic City, New Jersey, from February 17, 1968 to February 21, 1968 and that a sum of $200.00 be advanced to cover expenses, said sum to be included in and made part of the 1968 budget: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the text books recommended by the Superintendent at the meeting of January 2, 1968.

On motion by Mr. Duehay, seconded by Mr. Solomons, on the following roll-call to adopt the Superintendent's recommendation presented at the meeting of January 2, 1968 that the persons listed below be elected teachers in the Cambridge School Department at the salary and to the school indicated, effective January 2, 1968; Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

Webster School	Carolyn A. Schneider	Kindergarten	$5900.00 per yr.
High & Latin School	Barbara A. DeSantis	Spanish	5900.00 per yr.
	Margaret M. Cassidy	Math.	5900.00 per yr.
	Anita B. Barton	Social Studies	6500.00 per yr.
	Nancy B. O'Connell	Social Studies	5900.00 per yr.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to refer to executive session the Superintendent's recommendation that Charles L. Brock be appointed provisionally as a teacher of Science at the Roberts School at a salary of $5900.00 per year, effective January 2, 1968.

It was voted to adopt a proposed amendment to the rules, presented by Mr. Fitzgerald, seconded by Mr. Clinton and introduced at the meeting of January 2, 1968 that "The Vice-Chairman shall appoint a sub-committee on Athletics, to consist of three members of the School Committee, the first named to be chairman of this sub-committee.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the description brochure on the position of Superintendent of Schools be placed on the 'calendar' for action at the special meeting to be held on January 24, 1968.

NEW BUSINESS

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call that the members of the Cambridge School Committee and the Secretary of the School Committee be authorized to attend the annual convention of the National School Boards Association to be held at Detroit, Michigan from March 30 to April 2, 1968; and further, that a sum not to exceed $450.00 per person be advanced against expenses: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee inform the City Council, the Interim City Manager and any subsequent City Manager that it desires air conditioning as a part of the educational specifications of its three new elementary schools and that the architects be so notified—so long as the inclusion of this item causes no undue delay in the school building program.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the Superintendent be authorized to appoint a Board of Examiners to screen applicants for the positions of Principal and Sub-master as required by the contract with the Cambridge Teachers' Association, or a recommendation for an alternate method of selection, in order that he may make recommendations for appointments to these positions no later than June 4, 1968.

There being no objection the chair ordered the regular order of business suspended for the purpose of hearing Mrs. Margaret Cavallaro, president of the Harrington School PTA relative to the use of the Harrington School for teen-age dances and payment of custodial fees. At the conclusion of the hearing the committee agreed to take the matter under advisement and to resume the regular order of business.

The chairman ordered placed on the 'calendar' as required by the rules, a proposed amendment to Chap. XIX, Sec. 3 of the Rules of the School Committee, presented by Mr. Wylie, seconded by Mr. Solomons, by striking out the word "month" and inserting the word "week" so that the section in its entirety shall read "The Parent-Teacher Associations shall be allowed one meeting each week from 7:30 p.m. to 10:30 p.m. for which the custodian assigned thereto shall be compensated by the School Department. The same privilege shall be extended to the Council of Parent Teacher Associations."

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to refer to the Committee on Buildings & Grounds (when appointed) a proposal that groups sponsoring activities for the legitimate interest of the community be allowed the use of school facilities free of charge and the School Department shall assume the cost of custodial services.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to convene in executive session.

The Secretary presented the certified Civil Service list of persons eligible to fill one position of Cashier at the Harrington School Cafeteria at a stipend of $9.68 per day and recommended that the first person on the list, Grace M. Meehan, 58 Reservoir Street, Cambridge, be appointed to the position. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt a recommendation by the Superintendent to refer to his office for study and report a petition received from Mr. & Mrs. Victor Plosinski, parents of a student at the Fitzgerald School who was injured on school property.

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that Mrs. Barbara Ann Seyez Coen be elected a teacher, grade 5, and assigned to the Fletcher School, at a salary of $7500.00 effective January 22, 1968.

The Chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following persons be approved as eligible for appointment to the After School Centers Program:

READING TEACHERS:	Mary K. Brennan
	Charles D. Killilea
	Mary J. Rightor
MATHEMATICS TEACHER:	Anthony L. Bruno
	Eileen M. Farrell
	Ellen P. Quirk
ART TEACHER:	Diana Scapicchio
MUSIC TEACHER:	Margaret M. Madden
LIBRARIAN:	Mary S. Melnick
TEACHER AIDES:	Anne M. Ferraro
	Jan E. Hannon
	Andrea N. Romagna
SCIENCE TEACHER:	Frank A. Previte

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that the bureau of Pupil Services be authorized to provide an evening program for the trainable retarded, aged 16 and over, as outlined in a communication from the Director, Ruth F. Boland, dated January 15, 1968.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the School Committee proudly acknowledges the fine spirit of co-operation exhibited by the Master of the Webster School, Mr. Donald A. York, and the building custodian of the Webster School, Mr. John Oley, in rendering service beyond the call of duty during the recent heating emergency.

The Assistant Superintendents, Mr. Conley and Mr. Hockman, presented a proposed redraft of a contract requested by the School Department Employees Union and it was unanimously agreed to refer this matter to a special meeting to be held on January 24, 1968.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that whereas one of our elementary masters will reach retirement age in January 1968 and his employment has been authorized to the end of June 1968, that the Superintendent report to the School Committee as to the present status of the examined Elementary Master's list with any recommendation concerning this matter he may care to make.

Question came on the Superintendent's recommendation, presented at the meeting of January 2, 1968 that Charles L. Brock be appointed provisionally as a teacher of Science at the Roberts School at a salary of $5900.00 per year, effective January 2, 1968. A motion by Mr. Duehay, seconded by Mr. Solomons, to adopt the Superintendent's recommendation, failed of adoption on the following roll-call: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

SPECIAL MEETING: Wednesday, January 24, 1968

Called by unanimous agreement of the School Committee for the purpose of considering a proposed contract submitted by the School Department Employees Union and a suggested revised contract prepared by the Assistant Superintendent of Schools, Mr. Conley and Mr. Hockman; and, further, to consider a descriptive brochure in connection with the position of Superintendent of Schools.

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good and Mr. Wylie, and Mayor Sullivan.

Vice-Chairman Fitzgerald in the chair during the temporary absence of Mayor Sullivan.

After a lengthy discussion of the proposed contracts the committee agreed to present the revised contract prepared by the Assistant Superintendents, with minor corrections, to the negotiators for the employees union at the meeting scheduled for Wednesday, January 31, 1968.

Mayor Sullivan in the chair.

At the conclusion of the discussion of the proposed brochure in relation to the position of Superintendent of Schools it was voted that the brochure as presented, with minor additions be approved for printing and distribution and that all applicants are to be forwared to the Secretary of the School Committee from February 1, 1968 through April 15, 1968.

On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted that the matter of appropriating a budget as requested by the screening committee, be placed on the 'calendar' for the next regular meeting.

It was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING: Tuesday, February 6, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of hearing representatives of the Houghton School.

Mrs. Gill, representing the Houghton School PTA presented a petition containing over one thousand names expressing opposition to having double sessions at the Webster School to accommodate students of the Houghton School during the time the new Houghton School is being built and further petitioning the School Committee to consider providing portable classrooms for the Houghton students during construction of the new building.

There being no objection the chairman ordered placed on the 'calendar' the motion by Mr. Solomons, seconded by Mr. Wylie "That the School Committee put in its budget for 1968 the sum of $300,000.00, for the purpose of purchasing and erecting suitable relocatable school buildings to house the Houghton School children during the building of the new Houghton School; that the relocatable school buildings be located temporarily on land now used as Morse School Playground, which land is located on the easterly end of the school. The Morse children would not be deprived of playground space but could make temporary use of M.D.C. tot-lot and Magazine Beach Athletic Fields as play areas by using the overpass over Memorial Drive near the school as access to it; that at the conclusion of the use of the relocatable school buildings by the Cambridge School Department, the School Department shall immediately sell and remove the relocatable schools so that their long standing there will not spoil the beautiful architectural features of the fine Morse School and if the belt route should go through this path they will be removed by the bulldozer."

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted that the Superintendent of Schools confer with the City Manager and the architect for the proposed new Houghton School, relative to the possibility of reversing the present plans of the community school aspect and the educational aspect of the new Houghton School; and, further, that the City Manager and the Architect be requested to attend a meeting of the School Committee scheduled for March 5, 1968 at 7:30 p.m.

There being no objection it was voted to place on the 'calendar' a motion by Mr. Duehay, seconded by Mr. Fitzgerald, to adopt the Superintendent's recommendation concerning double sessions at the Webster School during the period the new Houghton School is being built.

The chair declared the hearing closed and ordered the regular order of business resumed.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to approve the minutes of the meetings of January 16, 1968 and January 24, 1968, as presented.

Having filed the proper notice required by the rules Mr. Duehay moved, seconded by Mr. Solomons, to reconsider the vote taken at the regular meeting of January 16, 1968 by which it was voted NOT to adopt the Superintendent's recommendation "that Charles L. Brock be elected a provisional teacher of science at the Roberts School at a salary of $5900.00 per year, effective January 2, 1968." The motion to reconsider having prevailed the chairman ordered the recurring question. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation "That Charles L. Brock be elected a provisional teacher of science at the Roberts School at a salary of $5900.00 per year, effective January 2, 1968." Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald voting "Nay."

A communication was received from Barbara Altman, teacher for Operation Headstart at the Webster School setting forth serious deficiencies in the classroom assigned to her. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that this matter be referred to the Committee on Buildings & Grounds and that the Superintendent be requested to report direct to the Committee on Buildings & Grounds on this matter.

There being no objection the chairman ordered made part of the minutes the following communication from Vice-Chairman James F. Fitzgerald:

To the Honorable
The Cambridge School Committee
Cambridge, Mass.

Gentlemen:

Mrs. Fitzgerald joins me in expressing our thanks for your kind expression of sympathy during our recent bereavement. Your kind thoughts were a source of great consolation to both of us.

Sincerely,

/s/ James F. Fitzgerald

Pursuant to authority granted by the Rules of the School Committee, Vice-Chairman Fitzgerald appointed the following sub-committees:

COMMITTEE ON BUILDINGS & GROUNDS:
Daniel J. Clinton, Chairman
James F. Fitzgerald
Francis H. Duehay

COMITTEE ON ATHLETICS:
John J. Good, Chairman
Gustave M. Solomons
David A. Wylie

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept the resignation of Mary C. Andrews as permanent part-time junior clerk-typist in the School Department.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that the following dates be approved for evening school graduations:

Americanization and Evening Elementary School
Tuesday, March 26, 1968

Evening High School and Rindge Evening Industrial
Thursday, March 28, 1968

There being no objection the chairman ordered placed on the 'calendar' bids received for furnishing gas water heater at the High & Latin School Cafeteria.

On motion by Mr. Solomons, seconded by Mr. Clinton it was voted to adopt the Superintendent's recommendation that permission be granted to conduct the Eastern Massachusetts Interscholastic Championships (Swimming) at the War Memorial Swimming Pool on February 20, 1968, and all custodial fees to be paid by the Eastern Massachusetts Interscholastic League.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that permission be granted the freshmen and sophomore classes at High & Latin School and Rindge Technical School to voluntarily participate in the annual Essay Contest sponsored by Saints Constantine and Helen Greek Orthodox Community.

The Superintendent regretfully reported the death, on January 21, 1968, of Madeline M. Murphy, teacher in the Cambridge School Department for forty-five years and assigned to the Harrington School. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the School Committee express to Mrs. Murphy's next of kin their sincere sorrow upon learning of her death and their appreciation for her long years of service to the Cambridge School Department.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Ruth F. Boland, Director of the Bureau of Pupil Services, be granted leave of absence without loss of salary from April 6, 1968 to April 11, 1968 for the purpose of attending the meetings of the American Personnel and Guidance Association at Detroit, Michigan.

REPORTS OF COMMITTEES

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll call to adopt the report of the Committee on Athletics, set forth in detail below: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

Committee on Athletics
February 6, 1968

Present: Mr. Good, Chairman
Mr. Solomons
Mr. Wylie
Mr. Kozlowsky, Director of Physical Education & Athletics.

It was voted to recommend that the School Committee approve the recommendation presented by Mr. Kozlowsky, that John G. Caulfield be appointed Head Coach of Baseball at Cambridge High & Latin School at a stipend of $1,000.00, for the season, to fill the vacancy caused by the resignation of James "Sonny" Foley.

Respectfully submitted,
/s/ John A. P. Good, Chairman

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted to suspend the rules for the purpose of moving reconsideration on the foregoing vote. On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted not to reconsider the foregoing vote.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll-call to accept the report of the sub-committee appointed to arrange a suitable memorial to the late beloved John J. Sheehan, Headmaster Emeritus of the Cambridge High and Latin School, and adopt the recommendations contained therein as set forth in detail below: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

Meeting of the sub-committee appointed to arrange a suitable memorial to the late beloved John J. Sheehan, Headmaster Emeritus of the Cambridge High and Latin School. Monday, February 5, 1968.

Present: Mr. Good, Chairman
Mr. Duehay
Miss Florence Davey, Headmaster's Asst. — English CHLS
Joseph L. C. Santoro, Director of Art.

It was voted to recommend that a portrait of Mr. Sheehan be made, the cost of which would be a joint effort between the faculty of High & Latin School and the Cambridge School Committee. Presently the English Department at High & Latin School has a sum of $500.00 for this purpose and other members of the faculty will be allowed to make voluntary contributions to this project.

It was voted to recommend that the School Committee appropriate a sum not to exceed $1,500.00, towards this project. The estimated cost of the project is $2,000.00.

Mr. Santoro, in consultation with the chairman, Mr. Good, has been commissioned to select a capable artist to do the portrait.

The School Committee and members of the faculty of CHLS plan to have the unveiling of the portrait at a reception to be held in late May or early June and your committee recommends that a sum of $200.00 be appropriated to Schedule F-3 Committee Expenses in the 1968 budget to cover the cost of this reception.

It was voted to recommend that the annual football game between Rindge Technical School and Cambridge High & Latin School, usually held on Thanksgiving Day, be designated as the John J. Sheehan Memorial Game and that the Committee on Athletics be requested to provide a suitable trophy which can be inscribed with the official score of each game and displayed in a prominent place in the High & Latin School.

Respectfully submitted,
/s/ John A. P. Good, Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Question came on a proposed amendment to Chap. XIX, Sec. 3 of the Rules of the School Committee, presented by Mr. Wylie, seconded by Mr. Solomons, by striking out the word "month" and inserting the word "week" so that the section in its entirety shall read "The Parent-Teacher Association shall be allowed one meeting each week from 7:30 p.m. to 10:30 p.m. for which the custodian assigned thereto shall be compensated by the School Department. The same privilege shall be extended to the Council of Parent Teacher Associations." On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to lay this proposed amendment on the table.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of January 16, 1968 that Mrs. Barbara Ann Sayez Cohen be elected a teacher, grade 5, and assigned to the Fletcher School at a salary of $7500.00 per year, effective January 22, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea."

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of January 16, 1968 that the persons listed and spread in the minutes of January 16, 1968 be adopted: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

Mr. Duehay moved, seconded by Mr. Solomons, to adopt the budget requested by the Screening Committee for the position of Superintendent of Schools amounting in total to $6,200.00. Mr. Good offered a substitute motion, seconded by Mr. Clinton, that a sum of $1,000.00 be appropriated in the 1968 budget for the School Committee use in the hiring of the next Superintendent of Schools, and, further, that this sum shall be used at the discretion of the School Committee. On the following roll-call it was voted to adopt Mr. Good's substitute motion: Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Yea"; Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Nay." On the following roll-call it was then voted to adopt the motion as amended by the substitute motion: Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Yea"; Mr. Duehay, Mr. Solomons and Mr. Wylie "Present."

Mr. Fitzgerald moved, seconded by Mr. Clinton, that the sum of $1,000.00 be appropriated for the purpose of screening candidates for the position of Superintendent of Schools and all previous motions to this effect are hereby nullified. Mr. Duehay objected to action at this meeting and the chair ordered the motion placed on the 'calendar' as required by the rules.

Tabled Matters:

A motion by Mr. Solomons, seconded by Mr. Wylie, to take from the table the communication from the Rindge Technical Alumni Association regarding use of the Trophy Room at Rindge Technical School, failed of adoption on the following roll-call: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay."

Awaiting Report:

Conforming to an order of the School Committee at the meeting of January 16, 1968 the Superintendent presented a report on a petition from parents of a student at the Fitzgerald School who was injured on school property. On motion by Mr. Good, seconded by Mr. Clinton, it was voted to refer this report to executive session.

Conforming to an order of the School Committee at the meeting of

January 16, 1968 the Superintendent presented the following report on the present status of the examined Elementary Master's list. Mr. Duehay, seconded by Mr. Solomons, moved that the report be adopted. It was voted on motion by Mr. Fitzgerald, seconded by Mr. Good, that the report be placed on the table.

At the meeting of the School Committee on April 7, 1964 it was voted that the Superintendent establish a list by examination in accordance with the rules for the position of Master in the elementary schools for the purpose of establishing an eligible list for future vacancies of elementary master, said list to remain in effect and force for a period of three years.

At the meeting of March 2, 1965, the Board of Examiners presented their final report and the Superintendent his rating of the candidates. Based on the information obtained in these reports the following list for Elementary Master was established which will remain in effect and force for a period of three years from March 2, 1965.

On motion by Mr. Duehay it was voted that in view of the receipt from the Board of Examiners of the marks and ranks awarded to candidates for the position of Elementary Master and the promulgation of the list by the School Committee, that the Superintendent present his recommendations at the next meeting of the School Committee.

It is the opinion of the Superintendent that the elementary master's list, established on March 2, 1965, is presently in good standing and will officially terminate on March 1, 1968.

Until there exists a vacancy for the position of Elementary Master the Superintendent is not empowered to make a recommendation.

Very truly yours,
/s/ JOHN M. TOBIN
Superintendent of Schools

On a motion offered jointly by Mr. Duehay and Mr. Fitzgerald it was voted that whereas at a regular school committee meeting held on October 17, 1967 it was unanimously voted to establish the position of system-wide Direcor of Community Schools, and whereas the Superintendent of Schools was directed to develop a full job description for the position and to recommend to the School Committee an appropriate procedure for filling this position and to recommend to the School Committee from time to time further steps that are needed to implement these policies, therefore it is ordered that a sum sufficient to cover the salary for this position be included in the 1968 budget and that the Superintendent be requested to present his report and recommendations as directed, on or before the first school committee meeting in March, 1968; and it is further ordered that the School Committee meet at the earliest possible date with the city council to discuss their mutual duties with regard to the prompt development of, and responsibility for, the Community School Program.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that former school committee members, Mrs. Barbara Ackermann, and Mr. George Olesen, Jr., together with former mayor and chairman Daniel J. Hayes, Jr., be invited to be present at the next regular meeting of the School Committee, on February 20, 1968, for the purpose of formally presenting them with plaques in recognition of the fine service they have performed for the City of Cambridge School Committee.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the School Committee meet in executive session on Tuesday, February 13, 1968 for the purpose of considering and acting on the 1968 budget; and, further, that the School Committee meet in public session on Wednesday, February 14 for the purpose of publicly discussing the 1968 budget prior to final approval.

Mr. Wylie moved, seconded by Mr. Duehay, that at the next regular meeting of the School Committee a public hearing be held at which any interested Cambridge citizen shall be permitted to express his views regarding the nature of the position of Superintendent of Schools, the qualifications the School Committee should require in a new Superintendent and the manner in which a new Superintendent should be recruited by the Cambridge School Committee. On the following roll-call the motion failed of adoption: Mr. Duehay, Mr. Solomons, and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay."

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted that the Superintendent confer with the Commissioner of Health, Hospitals and Welfare relative to the possibility of providing dentists to examine, and when necessary treat, the school children of Cambridge.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the Superintendent of Schools, and the Headmaster of Cambridge High & Latin School confer with Chief Grainger and Captain Barry of the Cambridge Police Department, relative to enforcing the rules of the School Committee that the students of the high schools be required to remain on school property during school hours.

The chairman ordered placed on the 'calendar' as required by the rules a motion by Mr. Fitzgerald, seconded by Mr. Clinton, that the following motion adopted at the meeting of October 17, 1967 be rescinded:

> That Whereas the School Committee desires the best possible educational leadership for the children of Cambridge, that a committee of five be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and, further, that this committee will interview and evaluate all candidates and shall recommend to the full School Committee candidates they feel are qualified to fill the position. This Committee shall report its findings to the School Committee no later than April 15, 1968. The committee shall include the Dean of the School of Education — Boston College; Dean of the Graduate School of Education — Harvard University; Dean of the School of Education — Boston University; Dean of Science — Mass. Institute of Technology; Dean — Department of Education, Tufts University.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to convene in executive session.

The chair ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that Maria S. Anagnostopoulos be elected a teacher of music and assigned to the High & Latin School, at a salary of $5900.00 per year, effective February 1, 1968.

The Superintendent presented members with a revised copy of a Cambridge School Department publication entitled "A Curriculum Guide for Democratic Human Relations." On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee extend its sincere commendations and appreciation to the committee which compiled and composed the excellent document entitled "A Curriculum Guide for Democratic Human Relations."

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that for the purpose of conforming to the agreement between the Cambridge Teachers' Association and the School Committee that he be authorized to establish fifty (50) positions of Teacher Aide in the School Department who will work approximately two and one-half hours each school day and shall be compensated at the rate of $5.00 per day; and, further, that the Superintendent shall draw up an outline of duties to be assigned to these positions and requisition Civil Service for a list of persons eligible to fill said positions.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to refer back to the Superintendent with power to act, the Superintendent's report on the petition from parens of a student at the Fitzgerald School who was injured on school property.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn;

ADJOURNED.

Secretary of the School Committee
EDWARD J. O'CONNELL

SCHOOL COMMITTEE
(Official Report)

SPECIAL MEETING

Tuesday, February 13, 1968

Called by vote of the School Committee taken at the meeting of February 6, 1968 for the purpose of considering and acting on the 1968 School Department budget (in executive session).

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

The Superintendent reported that dental bills for the student at the Fitzgerald School who was injured on school property amounted to $215.00 and that he had discussed the matter of payment with the parents, and while the City of Cambridge is not liable in this case he stated the parents would agree to dividing the cost with the city. The Superintendent then recommended that the School Department be authorized to pay one-half the cost of dental care. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Duehay "Absent".

The following report of the Committee on Athletics was presented and on motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call to approve the report and adopt the recommendations contained therein:

Committee on Athletics
Monday, February 12, 1968

Present: Mr. Good, Chairman; Mr. Solomons, Mr. Wylie
It was voted to recommend that the following sums be included in the 1968 budget:

> That Physical Education be continued through the junior year at the high school level starting September 1968 and that three additional physical education teachers be employed; and, further, that a sum of $6200.00 be included in Schedule A-1 permanent employees.
>
> That a sum of $52,445 be appropriated to Schedule A-2 Athletic Salaries, for coaching personnel.

That the following sums be appropriated to Schedule F-15 Special Athletic Fund:

Installation of dividing doors for the Rindge Tech. School gymnasium	$10,000.00
Equipment, Supplies & fixed expenses	32,555.00
Total for Schedule F-15	$42,555.00

Respectfully submitted,
/s/ John A. P. Good,
Chairman

Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Duehay "Absent".

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll-call that the salary schedule for the position of Storekeeper shall be the same as the salary schedule for the position of Junior Building Custodian: Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Duehay "Absent".

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted that the annual salary for the position of Secretary of the School Committee, Chief Custodian and Business Manager shall be established at $12,700 effective January 1, 1968 and at $13,300.00 effective September 1, 1968: Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea"; Mr. Duehay "Present".

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the annual stipend for the position of Secretary of Sub-committees shall be established at $300.00: (roll-call vote) Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Duehay "Present".

On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll-call that the salary for the position of permanent part-time junior clerk-typist shall be established on the basis of 200 school days and that the salary on appointment shall be $12.00 per day; after two (2) years it shall be $13.50 per day and after five (5) years it shall be $15.00 per day; and, further, that two weeks paid vacation time shall be allowed for 200 school days of service with a percentage allowance for a work period of less than 200 school days which shall be awarded during the months of July and August with supervisory approval and with preference according to seniority in school assigned; and in addition there shall be an allowance of five (5) school days per year for a 200 day work year which may be accruable: Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Duehay "Present".

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the Superintendent present his recommendation for substitute teacher salaries, at the special meeting scheduled for February 14, 1968.

The Superintendent recommended that the stipend for the position of Director of Summer Schools shall be established at $35.00 per day and that the salary for Principals of Evening Schools shall be established at $10.00 per hour. On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present".

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that all salary increases and adjustments be made effective January 1, 1968.

On the following roll-call it was voted to tentatively approve an appropriation of $7,255,492.79 for Schedule A-1 Permanent Employees: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On the following roll-call it was voted to tentatively approve an appropriation of $828,475.00 for Schedules B through G: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On the following roll-call it was voted to increase the appropriation for Schedule A-2 Temporary Employees by adding the sum of $52,445 for Athletic Salaries: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On the following roll-call it was voted to appropriate a sum of $165,900 for Schedule F-13 Repairs to Buildings: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mr. Wylie and Mayor Sullivan voting "Yea".

On the following roll-call it was voted to tentatively appropriate a sum of $42,555.00 for Schedule F-15 Special Athletic Fund: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On the following roll-call it was voted to tentatively approve an appropriation of $43,200.00 to Schedule G-7 Furnishings & Furniture: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On the following roll-call it was voted to tentatively approve an appropriation of $28,000.00 to Schedule G-11 Equipment for Rindge Tech: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll-call to tentatively approve an appropriation of $2500.00 to Schedule G-4 New Automobiles for the purchase of a truck for the Buildings & Graunds Department: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

The Superintendent recommended that a sum of $1500.00 be included in the budget for the purpose of assisting in the expenses of issuing the student publication at High & Latin School. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the appropriation for Schedule B-1 Printing & Binding be increased by the sum of $1500.00 and that the Superintendent's recommendation be adopted: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

The Superintendent recommended that a sum of $5,680.00 be included in the 1968 budget to cover the cost of extra-curricular activities as provided for in the contract between the Teachers' Association and the Committee. On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll-call to adopt the Superintendent's recommendation and that Schedule A-2 Temporary Employees be increased by the sum of $5,680.00: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that a sum of $50,000.00 be tentatively appropriated to Schedule A-1 Permanent Employees in anticipation of salary increases for civil service personnel (by roll-call vote): Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call that the salary of William F. X. Linskey, athletic trainer, be established as that of a teacher with a bachelor degree: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to appropriate tentatively the sum of $300,000.00 for the purchase of portable classrooms: Mr. Clinton, Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Fitzgerald, Mr. Good and Mayor Sullivan "Present".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that the budget for the School Department as promulgated above be tentatively approved and referred to the Special Meeting, in open session, to be held on Wednesday, February 14, 1968 for final action: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

It was voted to adjourn;
ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Wednesday, February 14, 1968

SPECIAL MEETING:

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion jointly by Mr. Wylie and Mr. Clinton, it was voted on the following roll-call that the long-term policy of the School Committee to provide hot lunches for all Cambridge pupils, as indicated by the fact that the building program for the three new schools provides for large kitchens, be immediately implemented in part by provision for hot lunches at the Roberts School and Longfellow School, starting September 1968, and the Webster, Lincoln, and Agassiz Schools in September, 1969; and, further, that a sum of $116,746 be included in the 1968 budget for the purpose of accomplishing the first phase of the program: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald voting "Nay".

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to amend the motion adopted at the meeting of February 13, 1968 (executive session) by striking out the motion as it appears and substituting the following: That the salary for the position of permanent part-time junior clerk-typist shall be established on the basis of 200 school days and that the starting salary shall be $13.50 per day and after two years the salary shall be increased to $15.00 per day; and, further, that they shall be allowed ten days sick leave for each 200-day work year which may be accruable: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On the following roll-call it was voted to appropriate a sum of $7,305,492.79 to Schedule A-1 Permanent Employees: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

The Superintendent recommended that substitute salaries be set at the rate of $24.00 per day with the added provision that after an assignment of twenty consecutive school days in the same position the salary increase will amount to $28.00 per day for the duration of that assignment. On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adopt the Superindent's recommendation, effective March 1, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

On the following roll-call it was then voted to appropriate a sum of $495,675.00 to Schedule A-2 Temporary Employees: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mr. Wylie and Mayor Sullivan voting "Yea".

On the following roll-call it was voted to approriate a total sum of $195,535.00 for all Schedule B Accounts: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that in addition to sums previously appropriated to Schedule F-3, that a sum of $2,000 be appropriated for the purpose of covering the cost of a portrait of

Superintendent of Schools John M. Tobin, and that the sum of $9,700 be appropriated to Schedule F-3 Committee Expenses: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea".

On the following roll-call it was voted to appropriate a total sum of $822,745.00 for all Schedule "F" Accounts: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald voting "Yea" on all items except Schedule F-28 Relocatable Classrooms.

On the following roll-call it was voted to appropriate a sum total of $202,046.00 for all Schedule "G" Accounts: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald, voting "Yea" on all items except Schedule G-12 Satalite Lunch Program.

On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted that the total sum appropriated to Schedule A-1 Permanent Employees be reduced by a sum of $300,000.00 in anticipation of outages, and that the total net appropriation for Schedule A-1 Permanent Employees shall be $7,005,492.79; and, further, that the total of the budget prepared amounting to $9,034,843.79 be further reduced by the sum of balances in Federal Accounts in the sum of $24,390.89, for a total net budget of $9,010,452.90.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll-call that the budget of the School Department for the Year 1968 in the total amount of $9,010,452.90 be and the same here is adopted and set forth in detail below: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present":

BUDGET FOR YEAR
1968

Schedule A-1 Permanent Employees	$7,305,492.79	
Less Anticipated Outages	300,000.00	$7,005,492.79
Schedule A-2 Temporary Employees		
Substitute Teachers	360,000.00	
Summer Schools	24,150.00	
Evening Schools	50,400.00	
Custodial-PTA, etc.	3,000.00	
Athletics	52,445.00	
Faculty Advisors	5,680.00	$ 495,675.00
Schedule B:		
1-Printing & Binding	13,500.00	
2-Postage	3,000.00	
3-Advertising & Posting	1,300.00	
4-Transportation of Persons	5,000.00	
5-Cartage & Freight	15,000.00	
8-Light & Power	105,000.00	
10-Rent, Taxes, Water	3,000.00	
11-Insurance	2,500.00	
13-Communications	15,000.00	
14-Motor Vehicles-Repair	200.00	

18-Cleaning & Laundry	4,000.00	
22-Medical	2,000.00	
31-Extermination of Insects	2,500.00	
35-Fees	35.00	
39-Services Not Otherwise Coded	16,000.00	
42-Graduation Expenses	2,500.00	
44-Travel Outside State	5,000.00	195,535.00
Schedule D:		
1-Office Supplies	1,500.00	
3-Fuel	100,000.00	
5-Medical, Surgical, Lab.	500.00	
8-Cleaning Supplies	7,000.00	
9-Educational & Recreational Supplies	80,000.00	
11-Motor Vehicles-Gas & Oil	700.00	
13-Supplies-War Memorial	500.00	
16-Supplies Not Otherwise Coded	13,000.00	
17-Motor Vehicle-Parts	150.00	
18-Textbooks	85,000.00	
19-Library Books	25,000.00	
		313,350.00
Schedule F:		
1-Teachers Examinations	1,800.00	
2-Tuition to Other Cities	6,000.00	
3-Committee Expenses	9,700.00	
4-Transportation of Pupils	60,000.00	
7-Non-Contributory Pensions	170,000.00	
8-Retirement Contribution	90.00	
9-High & Latin Commercial Department	13,000.00	
12-Professional Library-Staff Council	1,000.00	
13-Labor & Materials-Buildings	165,900.00	
14-Audio Visual	12,000.00	
15-Special Athletic Fund	42,555.00	
16-Music Department	17,500.00	
17-Psychiatric Consultant	5,000.00	
18-School TV Fees	5,700.00	
27-Needs	12,500.00	
28-Relocatable Classrooms	300,000.00	822,745.00
Schedule G:		
4-Motor Vehicles	2,500.00	
7-Furniture & Fittings	43,200.00	
8-Educational & Recreational E	7,000.00	
9-Office Equipment	1,000.00	
10-Science Equipment	3,500.00	
11-Equipment for Rindge	28,100.00	
12-Satalite Lunch Program	116,746.00	202,046.00
TOTAL 1968 BUDGET		$9,034,843.79
Less: PL864 & PL874 Balances		24,390.89
TOTAL NET BUDGET 1968		$9,010,452.90

On motion by Mr. Solomons, seconded by Mr. Duehay it was voted that the Secretary of the School Committee shall transmit to the City Manager and the City Budget Examiner the budget of the School Department as promulgated by the School Committee for the year 1968, amounting to Nine million, Ten Thousand, Four Hundred Fifty-Two Dollars and Ninety Cents (9,010,452.90), said sum representing the amount necessary for the support of the Cambridge Public Schools for the year 1968.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Commitee

(SCHOOL COMMITTEE)
(Official Report)

Tuesday, February 20, 1968

REGULAR MEETING:

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

Mayor Sullivan presented former mayor and chairman of the 1966-1967 School Committee, the Honorable Daniel J. Hayes, with a plaque in recognition of his service on the School Committee.

Because of the large audience attending this meeting it was unanimously agreed to transfer the meeting from the Committee Room to the Auditorium.

On motion by Mr. Solomons, seconded by Mr. Duchay, it was unanimously voted to suspend the rules for the purpose of conducting a Hearing on the matter of appropriating sufficient funds for the screening committee appointed to interview candidates for the position of Superintendent of Schools and on a proposed motion to rescind the action of the committee in appointing the screening committee.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communications relative to the subject matter of the hearing.

February 16, 1968

From—The Rev. Henry E. Horn, President
Cambridge Community Services

Gentleman:

The importance of the decisions which you gentlemen make in the choice of a new superintendent of schools for Cambridge is clear to every citizen. In the person of this superintendent—his educational experience, his administrative ability, his openness to community development, and his willingness to make use of the varied specialized services which Cambridge has in abundance rests the future of our city.

Others are more competent to urge educational and administrative qualifications for which a wide search is mandatory. Speaking now, however, for a number of volunteer agencies which have long experience in dealing with human problems, I would urge that just as careful attention be given to openness to community development and to cooperative use of specialized services.

It has been the hope of many that the new self-consciousness of our neighborhoods, stirred up and organized by the Cambridge Economic Opportunity Committee programs, excited by Model Cities—and the probability of extensive new planning for all the neighborhoods of Cambridge, and now focussing on community schools—may have the leadership of imaginative and cooperative planning in a superintendent of vision.

Moreover, in a day when one can no longer divide family problems into categories, or even label children as retarded without the widest use of specialized service, we hope for a superintendent who will openly cooperate with all the services which can be helpful. And we pledge our cooperation toward the same end.

In view of these hopes—so basic to the fulfillment of the dreams for which so many citizens are not working—especially the economically underpriviliged in your own neighborhoods—we urge you, gentlemen, to set your standards high, to use all the advice that can be found, and to be faithful to us, who are now so dependent upon your immediate action.

As a personal postscript, I perhaps do not have to remind you that I speak as a parent with not a little pride and experience in the Cambridge Schools. I am extremely anxious that you be faithful to my own future.

February 15, 1968

To the Honorable Members of the
Cambridge School Committee

As Cambridge clergymen, we are deeply concerned with the quality of education available to the children of our community. We have followed with great interest and satisfaction the action of the School Committee in moving towards an open and national selection of the best possible person to fill the important office of School Superintendent.

We feel that it is important for the School Committee to continue to seek the best professional guidance in the selection of a new superintendent. We agree that this will require expenditures for interviewing and contacting potential candidates. We share with you the basic concern for the educational welfare of our children.

Respectfully submitted,
William J. Schneider (Chaplain, Harvard University)
Vincent Robichaud (Notre Dame de Pitie)
Edward Wright, Jr. (Old Cambridge Baptist Church)
Theodore Evans (Chaplain, Harvard University)
Frederick J. Collins (Chaplain, Harvard Univrsity)
Amos N. Wilder
Henry M. Lancaster (First Baptist Church)
John H. Snow (Christ Church)
Edward L. Mark (Harvard-Epwortis Methodist Church)
Kenneth Hughes (St. Bartholomew)
Ernest D. Thompson (St. Peter's Episcopal)
Margaret M. Morton (Cambridge Council of Churches)
Robert J. Meilleux, S.M. (Our Lady of the Rosary)
W. Murray Kenney (Christ Church)
Richard E. Musco (Chaplain, Harvard University)
John S. Laja (Portuguese Baptist Church)
Malcolm W. Garland (North Congregational Church)
Henry E. Horn (University Lutheran Church)
Ben Zion Gold (Hillel House)
Ralph N. Helverson (First Parish Unitarian)
Rene O. Bideaux (Harvard-Epworth Methodist Church)
Joseph I. Collins (St. Paul's Catholic Church)
H. Benton Harris (Western Avenue Baptist Church)
Ernst E. Klein (Old Cambridge Baptist Church)
William Schneidgall (Christ Episcopal Church)
Francis Mazzoo (Grace Methodist Church)

Richard J. Butler (Blessed Sacrament)
H. Benton Harris
D. H. Lee

THE CAMBRIDGE COUNCIL OF PARENT-TEACHER ASSOCIATIONS

February 6, 1968

To the Honorable, Members of the School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Sirs:

At its General meeting on January 30, 1968, the Cambridge Council of Parent-Teacher Association unanimously passed the following motion:

Concerned with the continued improvement of public education in the city of Cambridge, and recognizing the importance of selecting the most competent Superintendent of Schools to administer the educational program;

The Cambridge Council of Parent-Teacher Associations reaffirms its letter of January 26, 1967 and expresses its support of the Cambridge School Committee as it initiates a nation-wide search for outstanding candidates to be considered for the position of Superintendent of Cambrdge Schools. The Council commends the School Committee for its consultation with the advisory committee of educational authorities and urges the continuance of this consultation until the best possible candidate has been appointed Superintendent of Cambridge Schools.

Sincerely,
Mrs. Joseph Valerio
President

PARENTS OF THE PEABDOY SCHOOL
33 Linnaean St., Cambridge, Mass. 02138

February 10, 1968

The Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts 02139

Gentlemen:

The parents of the Peabody School fully recognize the enormity of the challenge with which you are faced in the selection of a new School Superintendent.

We are fully aware that there are, within our system, capable and dedicated educators who may be worthy of the position; however, you are about to make a choice which will play a major part in the lives of your children, ours, and those to come to our schools in the future. These children certainly deserve the best education possible not only so they can go on to college, but so they can become active leaders of their families and the community.

In striving for excellence, we hope that you will seek the best possible candidates from both within and from outside our school system, and we trust that in your wisdom you will make use of whatever professional advise and assistance you may need in searching for candidates and in helping you make this enormous decision: the selection of the best educator available who will have the confidence and respect of the School Committee, his staff, and the citizens of Cambridge.

Very truly yours,

February 10, 1968

The Honorable School Committee
City of Cambridge
1700 Cambridge Street
Cambrdge, Massachusetts,

Honorable Sirs:

The Cambridge Chamber of Commerce favors retention of the Dean's Committee and believes the appropriation of $6,000.00 requested for its nationwide search for a new superintendent of schools to be justified.

We, therefore, urge the members of the Cambridge School Committee to grant the request.

The above statement is not intended to preclude present members of the Cambridge school system from consideration when the choice of a new superintendent of schools is made.

Respectfully submitted,
Albert O. Wilson, Jr., President

February 18, 1968

Mr. Daniel Clinton, School Committeeman
12 Speridakis Terrace
Cambridge, Massachusetts

Dear Mr. Clinton,

As parents of children now attending the Morse School, we feel that all efforts should be made to attract the best possible applicants for the position of superintendent, from all parts of the country as well as from Cambridge. For this, any assistance available from New England educators and educational institutions should be used.

As our neighbor, we consider you our representative. It is as your constituents that we ask you to do all in your power to see that professional advice and aid are used to seek and select the best superintendent we can get for the Cambridge school children.

February 16, 1968

Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass. 02138

Gentlemen:

The Cambridge Chapter for Retarded Children feels it has a definite committment, not only to the mentally retarded, but to all children who have need of special services and programs. Therefore, we feel most strongly that serious consideration must be given to the choosing of a new superintendent of Cambridge Schools, and that consultations with a responsible advisory board is essential if the best qualified person is to be selected.

Our new Superintendent must be involved with Government Grants, Model City Planning, the proposed Mental Health Center, Community Schools, and a whole new outlook on education in general. He must be qualified in Education and Administration, not to mention Diplomacy.

The future of Cambridge lies in our children, and we feel the Cambridge School Committee should never settle for second-best when the very best is what is really needed. Every success and good wishes in the serious task you have before you.

Respectfully yours,
Mrs. Marie Cristofaro
Chairman Cambidge Chapter for
Retarded Children G.B.A.R.C.

A petition signed by over 300 citizens was presented in support of a nation-wide search for candidates for the position of Superintendent of Schools.

The following persons then appeared in support of retaining the screening committee and providing sufficient funds for their operation:

Rev. Henry E. Horn
Cambridge Community Services
Mrs. Merchant
Mr. Demos
Morse School PTA
Prof. Thomas H. D. Mahoney
Cambridge City Council
Joseph Thomas
88 Thorndike St.
East Cambridge Planning Committee

Mrs. Joseph Valero, President
Council of Parent Teacher Associations
Roger Marshall
Peabody School PTA
George F. Olesen
former Member
Cambridge School Committee
Mr. Duncan Foley
146A Huron Avenue
Cambridge, Mass.

At the conclusion of the discussion the chairman declared the hearing closed.

The chairman ordered the regular order of business resumed.

Having filed the proper notice required by the rules, Mr. Solomons moved reconsideration of the motion adopted at the meeting of February 6, 1968 "That a sum of $1,000.00 be appropriated in the 1968 School Department budget for School Committee use in the hiring of the next Superintendent and, further, that this money be used at the discretion of the School Committee. Mr. Duehay, seconded the motion. On the following roll-call the motion to reconsider, failed of adoption: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay".

Bernard J. Flannery, Supervisor of Cafeterias, recommended that because of an increase in work in the cafeterias, that the permanent intermitten employes be employed on a permanent full-time basis. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt Mr. Flannery's recommendation and that civil service be asked for authorization to so employ these persons: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons, Mr. Good, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been suspended a motion by Mr. Fitzgerald, seconded by Mr. Clinton, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to approve as presented the minutes of the meetings of February 6, 1968 (special), and February 14, 1968 (special).

A communication was received from Pietro Belluschi, Principal Architect for the proposed new Russell School advising that he had presented the schematic design plans of the proposed new school to the Russell School PTA on January 25, 1968 and that they subsequently sent a list of suggestions concerning the proposed new building. On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the architects for the proposed new Russell School be informed that the list of suggestions compiled by the Russell School P.T.A., be approved by the School Committee provided that their implementation will not increase the cost of constructing the proposed new school building; and, further, that the said list of suggestions be referred to the Superintendent, the Sub-committee on Buildings & Grounds and to architects involved in the proposed new Putnam-Thorndike, and proposed new Houghton Schools, for further study.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to refer to the Committee on Buildings & Grounds a communciation from the Abraham Lincoln School P.T.A., concerning repairs and improvements needed in the Abraham Lincoln School.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to regretfully accept the resignation of Mrs. Ellen Brautlinger, Senior Opportunity teacher at Girls' Vocational High School, effective at the close of school in June 1968.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that Thomas P. Martin, being the junior building custodian with the greatest seniority willing to accept the position be transferred from Junior Building Custodian at the Rindge Technical School to Junior Building Custodian at the Roberts School without change in status or salary.

An invitation was received from Barbara Ackermann, member of the Cambridge City Council, inviting the School Committee to the first meeting of the City Council Sub-committee on Community Schools on Wednesday, February 21, 1968 in the Walnut Room at City Hall.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from the Cambridge Teachers' Association and that the communication be referred to the Superintendent for appropriate action under the terms of the contract with the Teachers' Association:

CAMBRIDGE TEACHERS ASSOCIATION

Feb. 16, 1968

The Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts, 02138

Dear Sirs.

The results of the recent election on Feb. 15, 1968 for nominees for the Staff Council on Professional Development were as follows:

Ratio Schedule Area:
Mr. John W. Reilly, Master of the Fletcher School
Mr. Joseph L. C. Santoro, Director of Art
Mr. Donald A. York, Master of the Webster School

Special Subjects Area:
Jean Groves, Music Dept.
Maxwell Swartz, Art Dept.
Liberty Winter, Librarian

High and Latin Area:
Saul C. Adamsky
Henry C. Hynds
John J. O'Brien

Rindge Area:
Edward G. Crawley
Edward R. Sarasin
Roger F. O'Sullivan

Elementary Area:
George C. Mokaba, Harrington
Joan Petit, A. Lincoln
George J. Saideh, Morse

Respectfully submitted,
Peter Nelligan

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

In the absence of the Superintendent who is in attendance at the Annual Conference of School Administrators at Atlantic City, New Jersey, the Assistant Superintendents presented the following matters.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following report by the Superintendent relative to the possibility of providing dental care for school children:

> ‘The Commissioner of Health presently is ill and I discussed this matter with Dr. Clara Waldinger, M.D.-M.P.H., his assistant.

Dr. Waldinger informs me that every effort is being made to secure dentists to perform school dental service. She is of the opinion that she will have some success in the not too distant future.”

There being no objection the chairman ordered placed on file a report on enrollment figures for the After-School Centers.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to lay on the table the following list of Spring Parent-Teacher-Pupil meetings:

Rindge Technical	January 29	(Monday)	7:00 P.M.
Cambridge High & Latin	February 7	(Wednesday) A thru M	7:00 P.M.
Cambridge High & Latin	February 12	(Monday) N thru Z	7:00 P.M.
Vocational School for Girls	March 4	(Monday)	7:30 P.M.
Peabody	March 5	(Tuesday)	7:30 P.M.
Abraham Lincoln	March 11	(Monday)	7:00 P.M.
Agassiz	March 11	(Monday)	7:00 P.M.
Haggerty	March 12	(Tuesday)	7:30 P.M.
Fletcher	March 13	(Wednesday)	7:30 P.M.
Houghton	March 13	(Wednesday)	7:15 P.M.
Longfellow	March 13	(Wednesday)	7:15 P.M.
M. E. Fitzgerald	March 14	(Thursday)	7:00 P.M.

C. G. Harrington	March 14	(Thursday)	7:30 P.M.
Morse	March 14	(Thursday)	7:15 P.M.
Putnam	March 14	(Thursday)	6:45 P.M.
Roberts	March 14	(Thursday)	7:30 P.M.
Russell	March 14	(Thursday)	7:30 P.M.
Webster	March 14	(Thursday)	7:00 P.M.
Thorndike	March 25	(Monday)	7:30 P.M.

John M. Tobin
Superintendent of Schools

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following notice issued by the Superintendent to all Headmasters, Masters and Directors:

"Brotherhood Week is being observed Nationally during the week of February 18-24, 1968, but because of vacation it will be observed here the week of February 26, 1968-March 1, 1968.

It is suggested that assembly programs be conducted in each school, and that exercises be held in the individual classrooms during Brotherhood Week.

The following films have been reserved for use during the week of February 26, 1968-March 1, 1968:

1. We Came to America—All grade levels
2. Heritage of Splendor—All grade levels
3. What It Means To Be An American—All grade levels
4. It Takes Everybody To Build This Land—All grade levels

Attention is also called to the revised "Curriculum Guide for Democratic Human Relations" recently distributed to all teachers.

REPORTS OF COMMITTEES

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to lay on the 'calendar' the following report of the Sub-committee on Athletics:

COMMITTEE ON ATHLETICS

Monday, February 12, 1968

Present: Mr. Good, Chairman; Mr. Solomons, Mr. Wylie

It was voted to recommend approval of the appointment by the Director of Physical Education & Athletic Activities, that William J. Downing, a teacher in the Physical Education Department, be appointed umpire for the elementary school baseball league at a stipend of $175.00 for the season.

It was voted to recommend approval of the appointment by the Director of Physical Education & Athletic Activities that Paul J. Sullivan, teacher at the Russell School, be appointed elementary school baseball coach at a stipend of $300.00 for the season.

It was voted to recommend that permission be granted the Cambridge High & Latin School Basketball Team to participate in the Eastern Mass. High Schools Basketball Tournament at the Boston Garden.

It was voted to recommend that two fiberglass vaulting poles and landing mats for the high jump be purchased for the Rindge Tech and High &

Latin track teams, and that the Business Manager be instructed to advertise for bids.

It was voted to recommend that an American and State flags be purchased and displayed in the War Memorial gymnasium, funds to be provided from the Special Athletic Fund.

It was voted to adopt the following Cambridge High Schools Athletic Award Requirements for boys:

Objectives:

1. To motivate and encourage greater student participation in our athletic program.

2. To recognize and encourage the outstanding, loyal, and persistent athletes who have represented Cambridge in its sports program.

3. To develop a greater appreciation of the athletic award and establish definite award requirements for award winners.

Aims:

Under a specific award system the athlete will learn the following:

1. An attitude of self-improvement.
2. The need and importance of loyalty.
3. The true meaning and importance of cooperation.
4. Sportsmanship and fair play.
5. The importance of making sacrifices for things bigger than himself.
6. To win without boasting and lose without alibing.
7. To live by the rules and accept the decisions of responsible authority.
8. To get along with people, teamate or opponent, superior or equal.
9. To teach sport skills.
10. To create individual pride and self-respect.
11. To foster courage.
12. To create physically fit citizens.

General Award Requirements:

1. A player to be eligible for an award must finish the playing season as a bonafide member of the playing squad.

2. A player injured in participation during the season further preventing him from fulfilling award requirements may be recommended for an award.

3. If recommended by the head coach, a player may receive an award for conscientious attendance at practices and games even though failing to meet playing requirements.

4. The principal, athletic director, or the head coach reserves the right to deny a student an award when his conduct may be considered detrimental to proper school citizenship.

Letter Requirements:

1. To qualify for a letter a student must meet the general award requirements and following specific requirements:

FOOTBALL: Participate in 50% of the scheduled periods.
CROSS-COUNTRY: Average in the top ten in all meets.

HOCKEY:	Participate in 50% of the scheduled periods.
BASKETBALL:	Participate in 50% of the scheduled periods.
SWIMMING:	Score as many points as scheduled meets.
TRACK:	Score at least ten points.
GOLF:	Participate in at least two matches.
TENNIS:	Participate in 50% of the scheduled matches.
BASEBALL:	Participate in 50% of the scheduled games.

2. Lettermen on the Freshmen and Junior Varsity Teams will receive certificates.

3. Lettermen on the Varsity Teams will receive letters.

Sweater Requirements:

1. A sweater will be awarded to any student who has acquired 18 points including one varsity letter in any one sport. Points will be awarded on the following scale:

Freshman Letterman	3 points
Junior Varsity Letterman	6 points
Varsity Letterman	9 points

2. No sweater will be awarded until the end of the Junior year or unless the student has participated during the year in which the award is made.

3. Only one sweater will be awarded regardless of the number of letters earned.

4. Managers will also qualify for a sweater under the above conditions.

5. Appropriate sports designation will appear on every letter.

6. Any Senior transfer student who in the opinion of the coach is classified as an exceptional athlete may be recommended for a sweater.

Miscellaneous:

When a Cambridge Varsity Team wins a league championship, an appropriate jacket will be awarded to all players, managers, trainers, and coaches associated with the league champion.

Respectfully submitted,
/s/ JOHN A. P. GOOD—Chairman

UNFINSHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to lay on the table a motion presented by Mr. Solomons at the meeting of February 6, 1968 "That the School Committee put in its budget for 1968 the sum of $300,000, for the purpose of purchasing and erecting suitable relocatable school buildings to house the Houghton School children during the building of the new Houghton School; that the relocatable school buildings be located temporarily on land now used as Morse School Playground, which land is located on the easterly end of the school. The Morse children would not be deprived of playground space but could make temporary use of MDC tot-lot and Magazine Beach Athletic Fields as play areas by using the overpass over Memorial Drive near the school as access to it; that at the conclusion of the use of the relocatable school buildings by the Cambridge School Department, the School Department shall immediately sell and remove the relocatable schools so that their long stand there will not spoil the beautiful architectural features of the fine Morse School and if the belt route should go through this path they will be removed by the bulldozer.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to lay on the table the Superintendent's report concerning double sessions at the Webster School as presented at the meeting of February 6, 1968.

The Business Manager recommended that a contract for furnishing a gas water heater for the High & Latin School Cafeteria be awarded to the lowest responsible bidder, Beach Engineering Corp., 350 Beach St., Revere, Mass., at a price of $2,740.00. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Mr. Fitzgerald asked and received unanimous consent to withdraw a motion presented at the meeting of February 6, 1968 that the sum of $1,000.00 be appropriated for the purpose of screening candidates for the position of Superintendent of Schools and all previous motions to this effect are hereby nullified.

Question came on a motion by Mr. Fitzgerald, seconded by Mr. Clinton and offered at the meeting of February 6, 1968, "That the following motion adopted of October 17, 1967 be rescinded: That whereas the School Committee desires the best possible educational leadership for the children of Cambridge, that a committee of five be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and, further, that this committee will interview and evaluate all candidates and shall recommend to the full School Committee candidates they feel are qualified to fill the position. This Committee shall report its findings to the School Committee no later than April 15, 1968. The committee shall include the Dean of the School of Education-Boston College; Dean of the Graduate School of Education-Harvard University; Dean of the School of Education-Boston University; Dean of Science-Mass. Institute of Technology; Dean-Department of Education, Tufts University." On the following roll-call it was voted to adopt the motion to rescind the action of the school committee taken at the meeting of October 17, 1967: Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Yea"; Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Nay".

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of February 6, 1968 that Maria S. Anagnostopoulos be elected a teacher of music and assigned to the High & Latin School, at a salary of $5,900.00 per year, effective February 1, 1968. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

NEW BUSINESS

The chairman ordered placed on the 'calendar' as required by the rules the following proposed amendment to the rules, seconded by Mr. Clinton: "That Chapter III, Sec. 10 of the rules be amended by striking out the rule as it appears in the printed book of rules and substituting therefore the following: Sec. Reconsideration: The action of the Committee on any question shall not be reconsidered at the same meeting except under suspension of the rules. If any member who is shown to have voted with the prevailing side shall give notice in writing to the Secretary at the meeting or before 5:00 p.m. of the second day following that on which the meeting was held, of his intention to do so, he may move reconsideration at only the next regular meeting of the Committe. Only one motion for this purpose shall be in order."

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that wherever feasible, the Superintendent and Chief Custodian is authorized to excuse civil service employees from reporting for duty on Friday, February 23 (day following Washington's Birthday).

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the School Committee extend their sincere congratulations to St. Mary's High School basketball team, winners of the Central Catholic League Championship and who have been selected for participation in the Eastern Mass. Tournament at the Boston Garden; and further, that the School Committee extends its special commendation to Michael Sheehan, Captain of St. Mary's basketball team and son of the late Joe Sheehan, a member of the faculty of the Cambridge School Department and beloved coach of Cambridge High & Latin School Basketball Team for many seasons, and to further commend Michael Sheehan for having scored over one thousand points in three years of varsity competition.

On motion by Mayor Sullivan, seconded by Mr. Solomons, it was voted that the Cambridge School Committee extend its sincere congratulations and commendations to the members of the cast of "Half A Sixpence", a presentation of the Drama Club of the High & Latin School, and to its director Mr. Robert Guest for a wonderful performance.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Cambridge High & Latin School Basketball Team and its coach, Paul Lyons, be congratulated on its outstanding performance in gaining a Tech Tourney Berth and to extend best wishes for success in its pursuit of the Suburban League Championship.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in executive session.

Executive Session

A communication was received from Mary C. Andrews, permanent part-time junior clerk-typist, asking that her resignation presented at the meeting of February 6, 1968 and accepted by the School Committee, be withdrawn and that she be allowed to continue in her present position. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of acting on a motion to rescind at this meeting. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to rescind the action taken at the meeting of the School Committee of February 6, 1968 in accepting the resignation of Mary C. Andrews, permanent part-time junior clerk-typist.

There being no objection the chairman ordered placed on the 'calendar' a motion by Mr. Fitzgerald, seconded by Mr. Clinton, that the examined list for the position of Assistant Headmaster of a high school, be extended for a period of one year.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Mary E. Theall, permanent part-time junior clerk-typist assigned to the Peabody School and now on leave of absence because of illness, be granted an extension of her leave of absence until September 1, 1968.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that Eve Odiorne be elected a teacher (English as a second language—Foreign Class) and assigned to the Putnam School at a stipend of $6500.00 per year, effective March 1, 1968; and that Robert E. Burns, be elected a teacher of Mathematics and assigned to the Rindge Technical School, at a stipend of $5900.00 per year, effective March 1, 1968.

The Board of Examiners appointed to examine candidates for the position of Headmaster's Assistant-Mathematics Department at Rindge Technical School presented their report and established the following examined list:

Paul E. Lyons
Norton S. McFadden
John J. Terry

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that Paul E. Lyons, being the first person on the examined list, be appointed Headmaster's Assistant-Mathematics Department at Rindge Technical School, at a stipend of $11,440.00 effective March 5, 1968.

The Board of Examiners appointed to examine candidates for the position of Headmaster's Assistant—Business Education Department at High & Latin School presented their report and stated that only one candidate appeared for the examination and as the result thereof established a list showing Esther M. McDonald as the only person on the list.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that Esther M. McDonald, being the first person on the examined list, be appointed Headmaster's Assistant-Business Education Department High & Latin School at a salary of $11,440.00 effective March 5, 1968.

The Chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that Richard T. Kelley be elected Master's Assistant at the Thorndike School at a stipend of $500.00 over and above his salary as a teacher, effective March 6, 1968.

Vice-Chairman Fitzgerald in the chair.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that Mrs. Doris G. Anderson, Kindergartener at the Roberts School, be granted leave of absence without stipend until April 1, 1968.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED.
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE)
(Official Report)

REGULAR MEETING: Tuesday, March 5, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

Because of the large number of people attending this meeting it was unanimously agreed to hold the meeting in the Rindge Technical School Auditorium.

Having filed the proper notice required by the rules, Mr. Duehay moved reconsideration (seconded by Mr. Solomons) of the vote taken at the meeting of February 20, 1968 adopting the following motion:

"Voted: To rescind a motion adopted at the meeting of Oct. 17, 1967 and set forth below:

"That Whereas the School Committee desires the best possible educational leadership for the children of Cambridge, that a committee of five be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and, further, that this committee will interview and evaluate all candidates and shall recommend to the full School Committee candidates they feel are qualified to fill the position. This committee shall report its findings to the School Committe no later than April 15, 1968. The committee shall include the Dean of the School of Education—Boston College; Dean of the Graduate School of Education—Harvard University; Dean of the School of Education—Boston University; Dean of Science—Mass. Institute of Technology; Dean—Department of Education—Tufts University."

Professor Thomas H. D. Mahoney, member of the Cambridge City Council; Mrs. Ruth Fahey, 525 Washington Elms; Francis X. Hayes, 170 Harvard Street, appeared in support of the motion to reconsider. Mrs. Margaret Cavallaro, Roosevelt Towers, appeared in opposition to the motion 'to reconsider'. At the conclusion of the hearing the motion 'to reconsider' by Mr. Duehay, failed of adoption on the following roll-call: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay".

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to suspend the regular order of business for the purpose of discussing the plans of the proposed new Houghton School with the City Manager and the Architect. Mr. Kruger from the office of Sert-Jackson & Associates, architects for the proposed new school, and Mr. John Corcoran, Assistant City Manager appeared and discussed this matter at length. The chair declared the hearing closed.

A motion by Mr. Solomons, seconded by Mr. Wylie, to again suspend the regular order of business for the purpose of considering matters now on the table, failed of adoption on the following roll-call: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay".

The chair ordered the regular order of business resumed.

On motion by Mr. Good, seconded by Mr. Wylie it was voted to approve as presented the minutes of the meeting of February 20, 1968.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to place on file a communication from the Holyoke School Committee relative to support for House Bill No. 449, a bill seeking repeal of the law prohibiting payment of compensation to members of school committees.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to accept with great pleasure the generous gift of $150.00 from the Cambridge School Volunteer Project to be used as prize money for the School Library Department's forthcoming Book Contest; and, further, to express to the Cambridge School Volunteer Project, Arthur D. Little Foundation, Simplex Wire & Cable Company, Dewey and Almy Company, Lechmere Sales and to the Cambridge Council of PTA's the School Committee's very sincere appreciation for this excellent civic gesture.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted that the Cambridge School Committee record itself in favor of House Bill 1788, a bill seeking to include the acquisition of land costs within the total project for purposes of qualifying for School Building Assistance State Subsidy, and that any member of the Cambridge School Committee who finds it convenient, together with a representative of the Superintendent's staff, be requested to attend the hearing on this bill before the Committee on Education at the State House on Monday, April 8, 1968 at 10:00 a.m.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent reported that Sydney Green, teacher at the Houghton School, was married on February 17, 1968, to J. Wesley Miller, and that her name will now appear on our records as Sydney Miller; that Mary C. Murphy, teacher at the Webster School, was married on February 17 to James M. Coppola, and that her name will now appear on our records as Mary C. Coppola.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that Margaret R. McCormick, teacher at the Haggerty School, having filed the proper forms required by the rules of the School Committee, be granted Maternity Leave of Absence from March 4, 1968 to September 1, 1969 in accordance with the rules of the School Committee.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to accept the resignations of Mrs. Elsie L. Murphy, teacher at the Putnam School and Mrs. Evelyn C. Wolfe, teacher at the Morse School, both resignations to be effective April 22, 1968.

The Superintendent presented a communication from the National Education Association advising that a conference has been called by the National Association of Housing and Redevelopment, the International City Managers' Association, the National Association for Community Development, the National League of Cities, the U. S. Conference of Mayors, the National Assembly for Social Policy and Development, Inc., and the National Education Association for local officials presently involved in model cities programs to have an opportunity to discuss problems they have in common. The meeting is to be held on March 10-12, 1968 at Washington, D. C. The Superintendent recommended that one of the Assistant Superintendent of Schools be authorized to attend this conference to represent Cambridge inasmuch as Cambridge is one of the few cities selected in the Model Cities Program. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mr. Wylie and Mayor Sullivan voting "Yea".

Conforming to an order of the School Committee, the Superintendent presented the following report on the position of Director of Community Schools and on motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to place the report on the 'calendar':

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

February 27, 1968

(February 6, 1968)

WHEREAS: At a regular School Committee meeting held on October 17, 1967 it was unanimously voted to establish the position of system-wide Director of Community Schools, and

WHEREAS: The Superintendent of Schools was directed to develop a full job description for the position and to recommend to the School Committee an appropriate procedure for filling this position and to recommend to the School Committee from time to time further steps that are needed to implement these policies, therefore it is,

ORDERED: That a sum sufficient to cover the salary for this position be included in the 1968 budget and that the Superintendent be requested to present his report and recommendations as directed, on or before the first School Committee meeting in March, 1968.

And be it further,

ORDERED: That the School Committee meet at the earliest possible date with the City Council to discuss their mutual duties with regard to the prompt development of, and responsibility for, the Community School Program.

JOB DESCRIPTION

General:

(1) He must know the structural organization of the governmental agencies, municipal, state and federal, and the role of each in the welfare of the City of Cambridge.

(2) He must be aware of the role of the social agencies, the churches and the private educational agencies, those based in Cambridge and those in the Greater Boston Area.

(3) He must be aware of the role which industry has in the development of the City of Cambridge.

(4) He must be aware of the social aspect and the needs of the City as an entity and also aware of the specifc needs of the different sectors of the City.

(5) He must translate those needs into fulfillment.

(6) He must merge the resulting programs and the community into a unified force.

Specific:

(1) Establish a procedure for identifying the needs of the community.

(2) Identify the civic and social agencies presently in existence and the part each plays in meeting the needs.

(3) Organize an Advisory Council representative of all major aspects of the community to assist in identifying needs and in meeting those which are unmet.

(4) Coordinate representatives of all agencies to determine the most efficient procedure which will avoid duplication of effort, meet existing needs, recommend the establishment of agencies which may be necessary, and foresee to the extent possible methodology of meeting anticipated needs of a changing community and the goals of society.

(5) Explore sources of funding, government, foundation, and private, to implement the program in the most efficient way.

(6) Prepare and submit recommendations for the improvement of programs presently in existence and the establishment of needed programs.

The scope of the position of the Director of Community Schools extends beyond the School Department whose basic responsibility is the educational aspect of the overall program and the availability of school facilities to implement the other facets of the broad program.

In his report of September 14, 1967 the Superintendent recommended that a Coordinator of Community Activities be established whose position would be to staff the entire city. The need was recognized. But the broad scope of the position, did in the opinion of the Superintendent, require that position to be established within the framework of the staff of the city, possibly of the City Manager, and not within that of the School Department.

There will be required within the School Department personnel whose responsibility will be the implementation of the educational phase of the community school program, the scheduling for efficient use of the school facilities and the coordination with the Coordinator of Community Activities.

An effective program would require within the School Department the initial appointment of a Community School Director and, as neighborhoods require, the appointment of individual school Community School Coordinators each of whom would be not only experienced school administrators or teachers with administrative background, but also, and even more important, skilled in the area of human relations and dedicated to the basic philosophy of the community school.

The Superintendent recommends that consideration be given to allocating necessary funds for the employment of a consultant from the Mott Program, Flint Board of Education, Flint, Michigan or from the New Haven (Conn.) Community School Project to provide initial guidance in the formulation of a Cambridge (Mass.) Community Schools Project. In both situations both theory and practical considerations would be provided as a result of experience with on-going community school programs.

Very truly yours,
John M. Tobin
Superintendent of Schools

Attach: Copy of Superintendent's Report
dated September 14, 1967

The Superintendent recommended that members of the Community Legal Assistance Office be granted permission to give talks to the senior classes of Problems of Democracy and that their subjects be confined to Automobile Law, Housing and Consumer Fraud. On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted that students of High & Latin School and Rindge Technical School be permitted to participate on a voluntary basis in an oratorical contest being sponsored by the Improved Benevolent and Protective Order of Elks.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that whereas all parties concerned having complied with the provisions of Article XXII of the Contract between the Cambridge School Committee and the Cambridge Teachers' Association, that the following Staff Council on Personnel Development be approved for a period of three years:

AREA	NAME
Ratio Schedule	Donald A. York, Master—Webster School
Special Subjects	Maxwell Swartz—Art Department
High & Latin	John J. O'Brien—High & Latin School
Rindge	Edward G. Crawley—Rindge Tech. School
Elementary	Joan Petit—Abraham Lincoln School
SUPERINTENDENT	
High & Latin	Mary M. Noonan—High & Latin School
Elementary	Regina B. Key, Master's Asst. Houghton School
Pupil Services	Mary F. O'Reilly—Bureau of Pupil Services
Superintendent's Office	Edward A. Conley, Asst. Supt of Schools

REPORTS OF COMMITTEES

The following report of the Committee on Athletics was presented:

Committee on Athletics

Tuesday, March 5, 1968

Present: Mr. Good, Chairman; Mr. Solomons, Mr. Wylie

It was voted to recommend that Richard T. Kelley, teacher at the Thorndike School, be appointed Assistant Baseball Coach at High & Latin School, to fill the vacancy caused by the appointment of Mr. Caulfield as Head Coach, at a stipend of $600.00 for the season for the assistant Coach.

It was voted to recommend that James Coady, teacher at the Webster School and Timothy Mahoney, teacher at Rindge Technical School, be appointed provisional elementary school baseball coaches at a stipend of $300.00 for the season.

Respectfully submitted,
/s/ John A. P. Good, Chairman

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the foregoing report of the Committee on Athletics: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". On motion by Mr. Good, seconded by Mr. Solomons it was voted to suspend the rules for the purpose of moving reconsideration on the appointment of Richard T. Kelley as Assistant Baseball Coach. A motion by Mr. Good, seconded by Mr. Clinton to move reconsideration on the appointment of Richard T. Kelley as assistant baseball coach (hoping same would not prevail) failed of adoption.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted to adopt the report of the Committee on Athletics spread in its entirety in the minutes of the meeting of February 20, 1968.

Question came on a proposed amendment to the rules presented by Mr. Fitzgerald, seconded by Mr. Clinton that Chapter III, Sec. 10 of the rules be amended by striking out the rule as it appears and substituting therefore the following: Sec. 10. Reconsideration: The action of the Committee on any question shall not be reconsidered at the same meeting except under suspension of rules. If any member who is shown to have voted with the prevailing side shall give notice in writing to the Secretary at the meeting or before 5:00 p.m. of the second day following that on which the meeting was held, of his intention to do so, he may move reconsideration at only the next regular meeting of the Committee. Only one motion for this purpose shall be in order. On the following roll-call the proposed amendment to the rules failed of adoption: Mr. Clinton, Mr. Fitzgerald and Mayor Sullivan voting "Yea", Mr. Duehay, Mr. Good, Mr. Solomons and Mr. Wylie voting "Nay".

On the following roll-call it was voted to adopt a motion by Mr. Fitzgerald presented at the meeting of February 20, 1968, seconded by Mr. Clinton, that the examined list for the position of Assistant Headmaster of a high school, be extended for a period of one year from March 1, 1968: Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Yea"; Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Nay".

On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of February 20, 1968, that Eve Odiorne be elected a teacher (English as a second language—Foreign Class) and assigned to the Putnam School, at a stipend of $6500 per year; effective March 1, 1968; and that Robert E. Burns, be elected a teacher of Mathematics and assigned to the Rindge Technical School, at a stipend of $5900.00 per year, effective March 1, 1968; Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of February 20, 1968 that Paul E. Lyons, being the first person on the examined list, be appointed Headmaster's Assistant-Mathematics Department at Rindge Technical School, at a stipend of $10,890.00 effective March 5, 1968; Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of February 20, 1968, that Esther M. McDonald, being the first person on the examined list, be appointed Headmaster's Assistant-Business Education Department, High & Latin School, at a salary of $10,890.00 per year, effective March 5, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been suspended, a motion by Mr. Fitzgerald, seconded by Mr. Good, to move reconsideration on the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of February 20, 1968, that Richard T. Kelley be elected Master's Assistant at the Thorndike School at a stipend of $500.00 over and above his salary as a teacher, effective March 5, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"

Mr. Good moved that the examined Elementary Master's List established at the meeting of March 2, 1965 for a period of three years, be extended until July 1, 1968. Mr. Clinton seconded the motion. Mr. Solomons placed objection against action at this meeting and the chair ordered the motion placed on the 'calendar' as required by the rules.

Mr. Duehay moved, seconded by Mr. Solomons, that the Committee of Deans who were of late consultants to the School Department, be thanked for their services up until this date. Mr. Good moved to amend the motion by adding "if necessary that the School Committee be allowed the privilege of consulting with the Committee of Deans for the purpose of assisting the School Committee to further evaluate candidates for the position of Superintendent of Schools". On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted that the motion and amendment be placed on the table.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING: Tuesday, March 19, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of presenting a motion at this time.

On motion by Mr. Good, seconded by Mr. Wylie, it was unanimously voted that the School Committee congratulate the Cambridge High and Latin School basketball team for its superior achievement during the scheduled basketball season and its outstanding effort and fine display of sportsmanship during the 1968 Tech Tournament; and, further, that the School Committee extend special praise to the Cambridge High & Latin and Rindge Technical School student bodies whose loyal team support and excellent deportment during and after the Tournament brought credit to themselves, their teachers and administrators and a feeling of pride to all Cambridgians.

Having filed the proper notice required by the rules, Mr. Fitzgerald moved reconsideration of the negative vote taken at the meeting of March 5, 1968 by which it was voted NOT to adopt the following proposed amendment to the rules:

Having filed the proper notice required by the rules, Mr. Fitzgerald moved reconsideration of the negative vote taken at the meeting of March 5, 1968 by which it was voted NOT to adopt the following proposed amendment to the rules:

> "That Chapter III, Sec. 10 of the rules be amended by striking out the rule as it appears and substituting therefore the following: Sec. 10. Reconsideration: The action of the Committee on any question shall not be reconsidered at the same meeting except under suspension of the rules. If any member who is shown to have voted with the prevailing side shall give notice in writing to the Secretary at the meeting or before 5:00 p.m. of the second day following that on which the meeting was held, of his intention to do so, he may move reconsideration at only the next regular meeting of the Committee. Only one motion for this purpose shall be in order."

On the following roll-call Mr. Fitzgerald's motion "to reconsider" prevailed: Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Yea"; Mr. Duehay, Mr. Solomons, and Mr. Wylie voting "Nay". The chair ordered the recurring question and on motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted that the proposed amendment to the rules be laid on the table.

The following communication was received from the Acting City Manager concerning the deletion of the sum of $300,000,00 from the School Department budget for portable classrooms and a communication from the Department of Recreation concerning available space for these classrooms:

Edward J. O'Connell, Secretary
Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass. 02138

March 13, 1968

Dear Sir:

In response to your request for space for relocatable schools, the members of the Recreation Commission directed that I advise you that this commission is not in favor of granting approval for your use of Lindstrom Field or Corporal Burns for this purpose.

The acute shortage of outdoor play space is the chief reason for their disapproval. The Cambridgeport area contains only 10 acres of public outdoor space, yet is populated by approximately 11,000 persons. The Riverside area, of which Corporal Burns is included, contains fewer than 3 acres, and is populated by approximately 5,000 persons excluding college students.

Other records show that there were nearly 2,000 visits made by children to the Lindstrom playground during the supervised playground program last summer, and more than 3,000 visits by children to the Corporal Burns playground program last summer. These figures were attained for only the nine week summer program, and excludes all other use made by youngsters and adults of these areas.

More than $6,000 was expended by the City last summer for improvements to the Little League ball field at Lindstrom. More than 200 neighborhood young boys have been denied a ball facility at Lindstrom for the past two summers. The Recreation Commission is determined to accommodate these boys this year, and in the ensuing years, with a well-kept and attractive playing field.

The increased leisure hours of the citizenry and the popularity of recreation has caused far greater demands for outdoor play space than ever before. The Recreation Commission is dedicated to the task of increasing, not decreasing, outdoor recreation space.

Yours very truly,
/s/Paul G. Cowles
Superintendent of Recreation

The Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass.

March 13, 1968

Gentlemen:

As you know there has been considerable discussion concerning your request for an appropriation in Item F-28, which is in the amount of $300,000.00.

It is not only my opinion, but also that of the Director of the Division of Accounts, the City Auditor and our City Solicitor, that the School Department should not include Funds for additional classroom space in this budget.

It is the considered opinion of the indicated officials that it is the sole duty and responsibility of the City to furnish such equipment for our school children. This being the case, I request that your Honorable Body look with favor on the deletion of this item from the 1968 budget.

If you decide at some future time that such portable equipment is required, I shall undertake the financing of these same units from available funds or from a five year equipment loan under Chapter 44, Section 7, Paragraph 9.

I plan to make myself available for the next meeting of your Honorable Body to further discuss the matter.

Very truly yours,
/s/Ralph J. Dunphy
Acting City Manager

On motion by Mr. Solomons, seconded by Mr. Good, it was voted that whereas Ralph J. Dunphy, Acting City Manager, has, by communication dated March 13, 1968 notified the School Committee that in his opinion, as well as in the opinion of the Director of the Division of Accounts, the City Auditor and the City Solicitor, that they may not include funds for additional classroom space in their budget, it is therefore ordered that Schedule F-28 Relocatable Classrooms in the sum of $300,000.00 as appearing in the School Department Budget for the year 1968, be and the same hereby is deleted from the 1968 School Department Budget. Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Clinton and Mr. Fitzgerald "Present".

Office of the Superintendent of Schools
1700 Cambridge Street
Cambridge, Mass. 02138

March 7, 1968

Report from Superintendent to School Committee and the City Council on the Housing of the Children of the Houghton School during the period of Construction of a new Houghton School.

Several months ago when a new Houghton School seemed possible the Superintendent and his staff explored the many possible plans for the temporary housing of children who are attending the Houghton School. The Superintendent has made a recommendation to the School Committee. This plan, proposed after study, deliberation, and consultation, is still before the School Committee.

Recent events and discussions, however, have led to a re-study of an alternative plan. This plan had previously been dropped by the Superintendent's Office because seemingly it was not acceptable to the School Committee or desired by the parents of the youngsters attending the Houghton School. Suggestions have been made, however, in the last week or two, that the principle of scatteration might be an alternative.

The principle of the scatteration approach to this difficult and current problem is basic. The School Department will transport the children of the Houghton School to other classes in various schools throughout the city.

Many modifications of scatteration are possible. The Superintendent makes the following proposal which he believes in no way changes teacher-pupil ratio such that it exceeds the general belief of educators nor specifically is contra to the class size requirements agreed to by the School Committee and the Cambridge Teachers' Club in their contract accepted mutually on October 1, 1967. Under the terms of that agreement class size was specified —grades 1-3 would not exceed 25 pupils; grades 4-8 would be limited to 30 students. Both parties to the contract did acknowledge that available space would be considered. Moreover, may the Superintendent explain that he has eliminated the kindergarten children from this discussion for an alternative housing has been found for these children.

This proposal of the Superintendent, although not ideal, does meet the educational objectives accepted by the School Committee. If class size be important, and the Superintendent has this firm conviction, few, if any, classes will exceed the desired ratio. It is equally factual that this plan will be less expensive financially than the suggested purchase of portable classrooms. Moreover, this proposal does not infringe upon the limited recreation facility and space for the community, no land is taken even for a limited time. Although the bussing cost may be somewhat higher—and this is questionable — the increase would not be significant.

With some regret the Superintendent who throughout his term in office has requested more and more teachers that he might decrease the teacher-pupil ratio does acknowledge that the acceptance of this concept would eliminate the necessity for a minimum of ten teachers, perhaps 14, in our recruitment program. Even at a minimum figure of $6,200.00 for a beginning teacher, the basic beginning salary, and even assuming this low minimum figure for a second year represents a substantial savings. If only ten (10) less teachers are hired by the School Department through reassignment on a temporary base of the present Houghton faculty $62,000.00 would be saved each year. Since the best professional estimate of the time necessary for the construction of this new school is two years the net savings is $124,000.00. This is a low estimate. The ultimate net savings on teachers' salaries could well be nearer $142,000.00 if fourteen (14) vacancies could be filled from presently employed teachers.

As previously indicated, the transportation difference, wherever the children are bussed, is negative. There would be no expense for temporary housing, a saving of approximately $300,000.00. The Superintendent's present proposal, therefore would result in a net saving of from $424,000.00 to $442,000.00 without lowering either the educational standard for any child and without decreasing the amount of time each child would have in school.

The Superintendent, however, has maintained in each of his reports, that there is no ideal solution to this very difficult problem. The proposal outlined above, i.e. scatteration, does temporarily destroy the entity known as the Houghton School. The Superintendent does not like this to happen. He still believes that double session is more feasible. He submits this proposal only after learning that the principle of bussing to another base, or scatteration, is acceptable.

The Superintendent desires to make it very clear that as soon as possible he wants to see the Houghton School re-established. Moreover, any present Houghton teacher reassigned during the period of construction of the new building will be permitted to return to the new Houghton School.

John M. Tobin
Superintendent of Schools

SCATTERATION

The enrollment figures of January 31, 1968, are used as the basis of this report. Unquestionably there will be minor variations but, in general, it is the Superintendent's belief that this estimate is a representative one reflecting trends of the past and the professional projection of the future.

The kindergarten is excluded from this report. Other provisions will be made for the housing of the students in the Special Classes.

On January 31, 1968, the following enrollment figures were obtained by grade with each grade being divided into classes when indicated.

TABLE I

Grade	Houghton	Agassiz	Webster	Harrington[1]
8	27	9	27	24
				27
				22
				23
	16			24
7	21	12	28	24
				24
				23
	20		20	
6	21	17	19	23-22-23-22
	26		25	
5	25	14	24	29-29-29-28
	23		18	
4	22	13	18	28-25-25-24
	24		14	
3	22	19	14	19-20-20-21-21
	21		25	
2	23	25	26	21-21-21-20-22
	17	16	16	
1	23	15	15	25-25-25-26-19
	19		18	

[1] A-T classes are excluded

Holding the Houghton figure constant and combining the three other schools' enrollments with the total vacancies, ie Number below figure established as maximum by the School Committee; 30 students in grades 4-8, 25 in grades 1-3, the following data is established.

AVAILABLE SPACE
TABLE 2

Grade	Houghton	Agassiz	Webster	Harrington	Vacancies
8	27	21	3	26	50
7	37	18	2	25	55
6	41	13	21	30	64
5	51	16	11	5	32
4	45	17	24	18	59
3	46	6	22	24	52
2	44	0	0	20	20
1	59	19	26	5	50

Table 2 indicates that the Houghton pupils could be assigned to the three designated schools without exceeding the acceptable teacher pupil ratio in all grades but 5, 2 and 1. The grade one figures do not present a serious problem, grades five and two are more difficult for there are in grade five 19

Houghton School is being built. The chair stated the motion had failed for lack of a second.

Mr. Good moved, seconded by Mr. Duehay, to approve the report presented by the Superintendent at this meeting relative to housing children at the Houghton School while the new school is being erected and adopt the recommendations contained therein. On the following roll-call it was then voted to adopt a motion by Mr. Duehay, seconded by Mr. Solomons to place this matter on the table: Mr. Clinton, Mr. Duehay, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald and Mr. Good voting "Nay".

The chairman ordered the regular order of business resumed.

There being no objection the chairman ordered placed on file a communication from John G. Caulfield, thanking the committee for appointing him head coach of baseball at High & Latin School.

There being no objection the chairman ordered placed on file a communication from Sert, Jackson and Association, architects for the proposed new Houghton School, relative to certain design changes.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to refer to the Committee on Buildings & Grounds for study and report, a communication from the Superintendent of Recreation relative to the installation of basketball backboards in the well area of the Longfellow School.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to refer to the Superintendent for study and report a communication from the Cambridge School of Ballet concerning a program initiated last year in the Boston Public Schools. A substitute motion by Mr. Wylie, seconded by Mr. Solomons that the secretary advise the Cambridge School of Ballet that the Cambridge School Committee will be glad to hear them at a regular meeting which they may designate, failed of adoption on the following roll-call: Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay".

There being no objection the chairman ordered made part of the minutes the following communication from the City Council:

In City Council
March 4, 1968

> Ordered: That this City Council go on record and notify His Honor the Mayor and the members of the School Committee that it is our wish that they seek professional advise in the selection of a Superintendent of Schools.

A true copy, attest:
Thomas M. McNamara
City Clerk

SUPERINTENDENT OF SCHOOLS

The Superintendent presented enrollment figures for the After School Centers for the weeks of March 7 and March 14, 1968.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following shall be approved for duties and salary schedule for the position of Elementary Principal:

present Houghton School children and in grade two 24 children beyond the desired ratio.

The Superintendent suggests that the excess of 19 fifth graders could be absorbed into the Fletcher School. The 24 second graders would be sent to the Agassiz School where there is a room available.

In summary this proposed scatteration plan indicates that the Houghton School children could be absorbed in the Agassiz, Webster, Harrington Schools and one grade at the Fletcher.

An analysis of the possible vacancies and therefore possible assignments, indicates that the Master of the Houghton School could in most cases assign children from a given family to the same school for the period of time necessary to construct the new Houghton School. Family problems would thus be minimized. Educational standards would be maintained. The one variable, transportation is not estimated to be significant. Cost, therefore, would be minimal.

Mr. Good moved to approve the foregoing report from the Superintendent and adopt the recommendations contained therein. Mr. Fitzgerald seconded the motion. It was then voted to adopt a motion by Mr. Good, seconded by Mr. Fitzgerald, that the report be placed on the table.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of discussing matters now on the table, particularly with reference to housing children of the Houghton School while the new school is being erected.

On motion by Mr. Good it was voted to take from the table a motion offered by Mr. Solomons at the meeting of February 6, 1968, appearing as No. 5 under "Tabled Matters" concerning the location of mobile classrooms on land now used as Morse School Playground and a motion presented by Mr. Duehay at the meeting of February 6, 1968, appearing as No. 6 under "Tabled Matters" to adopt the Superintendent's recommendation concering double sessions at the Webster School during the period the new Houghton School is being built, together with the motion offered at this meeting by Mr. Good to adopt the Superintendent's recommendation on an alternate plan to house the students of the Houghton School (scatteration) while the new school is being erected. Mr. John Herzog and Mrs. Gill appeared in support of relocatable classrooms. The chair then declared the hearing closed.

It was voted to take a five minute recess. Time for recess having expired the chair called the meeting to order.

Mr. Solomons moved, seconded by Mr. Wylie, that the City Manager be requested to make available the funds required and in the manner set forth in a communication from the City Manager dated March 13, 1968 for relocatable classrooms, to be erected on a site subject to approval of the School Committee or any other necessary public body; and, further, that the City Manager determine whether the Morse School site is sufficient in size to erect the requisite number of units without disturbing the Little League ball field. On the following roll-call the motion failed of adoption: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay".

Mr. Duehay moved to adopt the Superintendent's recommendations concerning double sessions at the Webster School during the period the new

Principals: They will be in charge of buildings which are organized from kindergarten through grade five (5) or kindergarten through grade six (6). Their duties will correspond to the duties as specified under the rules pertaining to the duties of a Master.

Salary Schedule:

Step 1:	Ratio 1.20	$12,480
Step 2:	Ratio 1.25	13,000
Step 3:	Ratio 1.30	13,520
Step 4:	Ratio 1.35	14,040

Duties and Salary Ratio for Sub-masters are already specified in the Rules of the Cambridge School Committee.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to approve the minutes of the regular meeting of March 5, 1968 as presented.

REPORTS OF COMMITTEES

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to accept the report of the Committee on Buildings & Grounds, set forth in detail below, and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voted "Yea":

COMMITTEE ON BUILDINGS & GROUNDS
Wednesday, March 13, 1968

Present: Mr. Clinton, Chairman; Mr. Duehay, Mr. Fitzgerald

Your sub-committee has been notified that while delivering oil to the Girls' Vocational School in the Lowell School building, the oil truck broke off the flag pole. It was voted to recommend that Gibbs Oil Company, owners of the truck, be notified of this accident and that they be requested to refer this matter to their insurance company for immediate action.

It was voted to recommend that Dawson Sales & Service Company, the contractor who installed the heating and air conditioning unit in the School Committee offices, be authorized to install a No. 2002 Humidifier in this unit at a sum not to exceed $400.00.

In order that the School Committee may be kept continually informed of the progress of the school construction program it is recommended that the City Manager be requested to file a report on the first day of each month with the Secretary of the School Committee keeping up to the minute information on the following matters:

Has eminent domain proceedings begun? If not when will they start? Have occupants of premises affected by eminent domain proceedings been given notice to vacate? If not when will such notices issue? When will the architects present their final working drawings to the School Committee for approval?

How long will the bidding period be?
When is it anticipated contracts will be awarded? What is the estimated construction time?

Respectfully submitted
Daniel J. Clinton—Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Question came on a report on the position of Director of Community Schools, presented by the Superintendent at the meeting of March 5, 1968 and spread in the minutes of that meeting. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Superintendent's report be referred back to the Superintendent for the purpose of preparing the educational qualifications for the position of Director of Community Schools in order that the position may be filled as expeditiously as possible.

Question came on a motion presented by Mr. Good, seconded by Mr. Clinton, at the meeting of March 5, 1968 that the examined Elementary Masters' list, established at the meeting of March 2, 1965 for a period of three years, be extended until July 1, 1968. On motion by Mr. Good, seconded by Mr. Clinton, it was voted to amend the motion by striking out the words "be extended until July 1, 1968" and insert the words "be extended until December 31, 1968". On the following roll-call it was then voted to adopt the motion as amended "That the Elementary Masters' list, established at the meeting of March 2, 1965 for a period three years, be extended until December 31, 1968": Mr. Clinton, Mr. Fitzgerald, Mr. Good, and Mayor Sullivan voting "Yea"; Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Nay".

Tabled Matters:

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to take from the table the Superintendent's report on the present status of the examined elementary Masters' List, as presented at the meeting of February 8, 1968. On motion by Mr. Good, seconded by Mr. Duehay it was voted to make the report part of the minutes:

At the meeting of the School Committee on April 7, 1964 it was voted that the Superintendent establish a list by examination in accordance with the rules for the position of Master in the elementary schools for the purpose of establishing an eligible list for future vacancies of elementary master, said list to remain in effect and force for a period of three years.

At the meeting of March 2, 1965, the Board of Engineers presented their final report and the Superintendent his rating of the candidates. Based on the information obtained in these reports the following list for Elementary Master was established which will remain in effect and force for a period of three years from March 2, 1965.

On motion by Mr. Duehay it was voted that in view of the receipt from the Board of Examiners of the marks and ranks awarded to candidates for the position of Elementary Master and the promulgation of the list by the School Committee, that the Superintendent present his recommendations at the next meeting of the School Committee.

It is the opinion of the Superintendent that the elementary master's list, established on March 2, 1965, is presently in good standing and will officially terminate on March 1, 1968.

Until there exists a vacancy for the position of Elementary Master the Superintendent is not empowered to make a recommendation.

Very truly yours,
/s/John M. Tobin
Superintendent of Schools

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to take from the table the Spring Parent-Teach-Pupil Meetings as presented by the Superintendent at the meeting of February 20, 1968. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the spring Parent-Teacher-Pupil Meeting schedule.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to take from the table the motion "that the Committee of Deans who were of late consultants to the School Department, be thanked for their services up until this date", and an amendment thereto by adding "if necessary that the School Committee be allowed the privilege of consulting with the Committee of Deans for the purpose of assisting the School Committee to further evaluate candidates for the position of Superintendent of Schools". Mr. Good asked and received unanimous consent to withdraw his amendment. Mr. Duehay moved adoption of his motion, seconded by Mr. Solomons. Mr. Fitzgerald offered a substitute motion, seconded by Mr. Clinton, "That the Scohol Committee express to the Committee of Deans, appointed by the School Committee of 1966-67, their appreciation for the services which they have rendered". On the following roll-call it was voted to adopt Mr. Fitzgerald's substitute motion; Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Solomons "Present". It was then voted to adopt the motion as amended.

Awaiting Report:

Conforming to an order of the School Committee adopted at the meeting of February 6, 1968, the Superintendent presented the following report on enforcing rules that students be required to remain on school property; and on motion by Mr. Good, seconded by Mr. Fitzgerald it was voted to adopt the report.

> A meeting was held in the office of Chief Grainger. Chief Grainger, Captain Barry of the Juvenile Section, Sgt. John McCarthy the school liason police officer, Mr. D'Arcy and Mr. Hockman were present.
>
> The Police Department has assigned a route patrolman to the area around the high schools with instructions to pay particular attention to the area immediately around the high schools before and after school and during the lunch hour.
>
> Patrol cars will pay particular attention to the same area. Captain Barry's personnel will also concentrate in this area to the extent allowed by their other assignments.
>
> Our attendance officers will check the area as often as possible. Mr. D'Arcy requested volunteers from among his male teachers to provide surveillance around the school during the lunch periods. Eight of his male teachers volunteered and have been on outside duty for the last two weeks.
>
> The Superintendent and the Chief of Police have agreed to maintain close contact to evaluate the success of the program outlined above.

Respectfully submitted,
John M. Tobin
Superintendent of Schools

NEW BUSINESS

Mr. Solomons moved, seconded by Mr. Duehay, that the School Committee authorize the Mayor and Chairman of the School Committee, to engage any one of the following to assist in the recruitment of applicants for the position of Superintendent of the Cambridge Schools:

A) Personnel Manager of Polaroid Corp.
B) Personnel Manager of Arthur D. Little, Inc.
C) Professor Willard Elsbree of Columbia Teachers College, New York.
D) Professor Herald C. Hunt of Harvard University.
E) A Nationally known personnel firm.

On the following roll-call the motion failed of adoption: Mr. Duehay, Mr. Solomons, and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay".

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the dates for the regular meetings in April be changed from April 2 and April 16 to April 9 and April 23.

The Superintendent presented bids for furnishing folding tables with attached stools for the Roberts School Breakfast Program. The Business Agent recommended that the contract be awarded to the lowest responsible bidder to have met specifications, The Hamilton Mfg. Co., Weston, Mass., at a total cost of $2639.00. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Mr. Wylie moved, seconded by Mr. Solomons, that (1) the secretary duplicate copies of all applications received to this date, for the position of Superintendent of Schools and furnish each member of the School Committee with copies thereof, as well as all applications received after this date and up to and including April 15, 1968, the closing date for receiving applications; (2) that the chairman call a special meeting of the School Committee during the next seven days for the purpose of deciding which of the applicants, if any, whose applications have already been received, should be interviewed by the School Committee; and (3) that the Secretary thereafter shall promptly schedule such interviews and the chairman promptly call special meetings to conduct such interviews. Mr. Good moved to amend, seconded by Mr. Fitzgerald, by striking out the Paragraph (2) and Paragraph (3) of the foregoing motion. On the following roll-call it was voted to adopt Mr. Good's amendment: Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Yea"; Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Nay". It was then voted to adopt the motion as amended "That the secretary duplicate copies of all applications received to this date, for the position of Superintendent of Schools, and furnish each member of the School Committee with copies thereof, as well as all applications received after this date and up to and including April 15, 1968 the closing date for receiving applications."

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that the Acting Chief of Police investigate the morning traffic conditions in front of the Longfellow School and the Roberts School with a view of having the foot patrolman appear at least one half hour before the first bell for the safety of the children attending these schools.

On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted to convene in executive session.

There being no objection the chairman ordered placed on the 'calendar' bids received for furnishing gas ovens for the cafeterias.

On motion by Mr. Good, seconded by Mr. Duehay it was voted on the following roll-call that the sum of $300,000.00 shown in the 1968 School Department Budget as a deduction from the total for Schedule A-1 Permanent Employees and representing Estimated Outages, be increased to $325,000.00 Estimated Outages and that this amount be deducted from the total Schedule A-1 Permanent Employees of $7,305,492.79 so that the net amount for Schedule A-1 Permanent Employees shall now appear as $6,980,492.79: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

It was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to adjourn.

Adjourned:
Edward J. O'Connell
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, April 9, 1968

REGULAR MEETING:

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

It was voted to suspend the regular order of business for the purpose of introducing motions in memory of the late Dr. Martin Luther King, Jr.

It was unanimously voted that the Cambridge School Committee extend its profound sympathy to the family of the late Dr. Martin Luther King, Jr. "Your Dream Is Now Our Dream."

It was unanimously voted that the new school to be erected on the site of the present Houghton School, shall be named the Martin Luther King, Jr., Elementary School.

The chair ordered the regular order of business resumed.

Having filed the proper notice required by the rules, Mr. Solomons moved, seconded by Mr. Wylie, to reconsider the negative vote by which it was voted not to adopt the motion "That the School Committee authorize the Mayor and Chairman of the School Committee, to engage any one of the following to assist in the recruitment of applicants for the position of Superintendent of the Cambridge Schools: (a) Personnel Manager of Polaroid Corp.; (b) Personnel Manager of Arthur D. Little, Inc.; (c) Professor Willard Elsbree of Columbia Teachers College, New York; (d) Professor Herold C. Hunt of Harvard University; (e) A nationally known personnel firm." On the following roll-call the motion to reconsider failed of adoption: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald and Mayor Sullivan voting "Nay"; Mr. Good "Absent".

Having filed the proper notice required by the rules, Mr. Solomons moved, seconded by Mr. Wylie, to reconsider the negative vote by which it was voted not to adopt the motion "That the Secretary shall have duplicated all applications received to this date for the position of Superintendent of Schools and furnish each member of the School Committee with copies thereof, as well as all applications received after this date and up to and including April 15, 1968, the closing date for receiving applications; (2) that the chairman call a special meeting of the School Committee during the next seven days for the purpose of deciding which of the applicants, if any, whose applications have already been received, should be interviewed by the School Committee and (3) that the Secretary thereafter shall promptly schedule such interviews and the chairman promptly call special meetings to conduct such interviews," and of the vote adopting an amendment to the motion by striking out the paragraph (2) and (3) so that the motion in its entirety shall read "That the Secretary shall have duplicated all applications received to this date for the position of Superintendent of Schools and furnish all applications received after this date and up to and including April 15, 1968, the closing date for receiving applications. On the following roll-call the motion to reconsider failed of adoption: Mr. Duehay, Mr. Solomons and Mr.

Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald and Mayor Sullivan voting "Nay"; Mr. Good "Absent".

Having filed the proper notice required by the rules, Mr. Solomons moved, seconded by Mr. Wylie, to reconsider the negative vote by which it was voted not to adopt the motion "That the City Manager be requested to make available the funds, required and in the manner set forth in a communication from the City Manager dated March 13, 1968 for relocatable classrooms, to be erected on a site subject to approval of the School Committee or any other necessary public body; and, further, that the City Manager determine whether the Morse School site is sufficient in size to erect the requisite number of units without disturbing the Little League ball field." On the following roll-call the motion to reconsider failed of adoption: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald and Mayor Sullivan voting "Nay"; Mr. Good "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve as presented the minutes of the meeting of March 19, 1968.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to make part of the minutes the following communications from the City Manager and the Superintendent of Recreation:

April 5, 1968

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Mass.

Dear Sir:

At a recent meeting of the School Committee I advised you that I would restudy recreational areas with a view to ascertaining a possible location for the portable schools.

Since our meeting, I have given the matter considerable thought. Earlier this week in the company of Paul G. Cowles, Superintendent of Recreation and John H. Corcoran, Assistant City Manager, I visited several recreational areas that had been suggested to us.

A communication from Paul G. Cowles, Superintendent of Recreation has just reached my desk and I forward a photocopy of it to you. I believe the letter is self-explanatory. In view of his report, I regret that I must advise you that we don't have any recreational space coming within our jurisdiction that can be made available at this time. I regret to so advise you; but under the circumstances, I have no alternative.

Very truly yours,
/s/ Ralph J. Dunphy,
Acting City Manager

April 4, 1968

Mr. Ralph J. Dunphy
Acting City Manager
Cambridge, Mass.

Dear Sir:

As a follow-up to our tour of recreational space in the Cambridgeport area this morning, I wish to advise you as follows with respect to the use of outdoor play space for location of portable schools. My position remains consistent with the thoughts expressed in a letter to the Cambridge School Committee, March 13, 1968, a copy of which was sent to your attention. I probably more than most other persons, are aware of the acute shortage of outdoor play space that exists in most neighborhoods throughout the city, including Cambridgeport and Riverside areas.

The members of the Recreation Commission, at a meeting March 12, 1968, considered the request for use of outdoor play space for portable schools and, at that time, were unanimous in their denial of this request. The chief reason for this denial is the acute shortage of outdoor play space.

The Recreation Commission is responsible for providing recreational facilities for people of all ages. In order to meet this responsibility, the Recreation Commission is dedicated to its hope in adding to, rather than subtracting from, the amount of outdoor play space for the benefit of the people of Cambridge.

I sincerely hope that, should portable schools be the solution to the housing of the Houghton students while their new school is being built, the search for available space will hereafter exclude all lands used for recreational purposes.

Very truly yours
/s/ Paul G. Cowles
Superintendent of Recreation

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of introducing a motion relative to making a further study for space to locate portable classrooms.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the City Manager make a study of the land around the Morse School, as shown on a plan submitted by Mr. Solomons, to determine whether portable class rooms could be situated on said land without disturbing recreational land adjacent thereto.

There being no objection the chairman ordered placed on file a communication from Councilor Edward A. Crane, thanking the School Committee for their kind expression of sympathy on the death of his mother.

There being no objection the chairman ordered placed on file a communication from the acting principal of Haverhill High School commending Miss Mary Cotter, teacher at High & Latin School, thanking her for serving on their evaluation committee.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept with thanks an invitation extended by the Mayor's Patriot's Day Committee to participate in the memorial exercises.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to place on file a communication from the Cambridge Teachers Association advising that the Metropolitan Life Insurance Company has been selected as company of record for collection of premiums for a Tax Sheltered Annuity Plan, and that the matter be referred to the Business Manager.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to place on file a communication from teachers at the Houghton School relative to their assignment during the time of construction of the proposed new Martin Luther King Jr. elementary school.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to place on file a communication from R. A. Alberty, Dean of Science at Mass. Institute of Technology offering to assist the School Committee at any time in the future.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to accept with pleasure an invitation extended by the Cambridge Teachers' Association to attend their annual Retiring Teachers Dinner at the MIT Faculty Club on May 23.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept with pleasure an invitation extended by the Cambridge Teachers Association to attend a joint program of the Somerville and Cambridge Teachers Association.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from the Cambridge Council of Parent-Teacher Associations:

April 8, 1968

To the Honorable
The Cambridge School Committee
Cambridge, Mass.

Dear Sirs:

The Cambridge Council of Parent-Teacher Associations would like to request some further information about the procedure the School Committee will follow to screen, interview, and evaluate candidates for the position of Superintendent of Schools.

We would like to make an appointment with each member of the Committee to discuss your plans and convey to you some suggestions from members of the Council of P.T.A.'s.

For public information, we have listed the requirements of the Commonwealth of Massachusetts for the position of Superintendent of Schools, which your brochure states must be met for Cambridge:

1: A Bachelor's degree or diploma from a 4-year course in a normal school approved by the Board of Education.

2: A teacher's certificate valid for service in the public schools of Massachusetts.

3: Included in the candidate's program of undergraduate or graduate study, there shall be a minimum of 6 Semester Hours in the field of elementary education, 6 semester hours in the field of secondary education, and 3 semester hours of a school system. Courses in the field of elementary and in the field of organization, administration and supervision secondary education shall be those so listed by the college, university or normal school in official letters or publications.

We look forward to talking with you soon. Thank you very much.

Sincerely,
/s/ Mrs. Joseph Valerio
President

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent regretfully reported the death, on April 2, 1968, of George J. Murphy, teacher at the Boys' Vocational School. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to convey to Mr. Murphy's family the School Committee's sincere sorrow upon learning of his death.

The Superintendent reported the resignations of Mrs. Janice K. Richard, teacher at the Longfellow School for three years, effective June 12, 1968; Marlene Klimek, teacher at the M. E. Fitzgerald School for three years, effective May 3, 1968; of Anna Grant, teacher at the Webster School for thirty-nine years. On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to accept the resignations and to express to Miss Grant the School Committee's sincere appreciation for her long years of faithful and efficient service in the Cambridge School Department.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Metropolitan District Commission, Construction Division:

March 21, 1968

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Mass.

Dear Sir:

The Metropolitan District Commission Construction Division is planning to construct an extension to the North Charles Relief Sewer along Granite Street in front of the Morse Elementary School.

We have discussed the scope of the work in this area with Mr. Hockman, Mr. Geopper and Mr. Barry, the custodian of the school.

We propose to erect a temporary fence six feet high, about eighteen feet (18′) from our conduit centerline, the entire length of the school to a point about one hundred forty feet (140′) east of Magazine Street. Gates and crosswalks will be placed as necessary over the open trench to assure safe crossings to and from school property.

After completion of the project the fence and gates will be removed and the school property will be restored to its original condition.

The amount of time required to complete this portion of the contract is estimated to be twelve months.

Very truly yours,
/s/ Martin F. Cosgrove
Deputy Chief Engineer

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY ST. MARTIN'S PRESS, INC.
LeRevolver De Maigret, by Simehon, Gr. 11-12
Une Chanson Pour Gisele, by Miller & Jacob, Gr. 9-10

PUBLISHED BY L. W. SINGER COMPANY, INC.
Science Through Discovery, books 1 through 6
English Writing Patters, books 2 through 12

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the School Committee accept with pleasure and extend its sincere appreciation to the Cambridge Emblem Club No. 108 for their very generous civic gesture in awarding $100.00 to a worthy and needy Rindge Technical School student, who has been accepted to an accredited school of higher education, and $100.00 to a worthy and needy Cambridge High & Latin School student, who has been accepted to an accredited school of higher education, said awards to be made in accordance with the suggestions of the Cambridge Emblem Club.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that eighth grade students in the Cambridge public schools be granted permission to voluntarily participate in an Essay Contest being sponsored by the Irish American Associates of Middlesex County; and be it further ordered that the School Committee extend to the Irish American Associates their sincere appreciation for their generous community effort in establishing the William J. Walsh Memorial Scholarship.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted that Mrs. Catherine E. Trainor, teacher at the Fitzgerald School, having filed proper forms required by the rules, be granted Maternity Leave of Absence, effective April 11, 1968 to September 1, 1969.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that Mrs. Susan R. G. Filene, teacher at the Peabody School, having filed the proper forms required by the rules of the School Committee, be granted Maternity Leave of Absence, effective May 3, 1968, to September 1, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to approve the Superintendent's recommendation that the following Graduation Dates be adopted and the matter of assigning speakers to the various graduations be laid on the table:

GRADUATION DATES
1968

Monday	June 3	Cambridge High & Latin School	6:00 p.m.
Tuesday	June 4	Rindge Technical School	6:00 p.m.
Monday	June 3	M. E. Fitzgerald School	9:30 a.m.
Monday	June 3	Webster School	11:00 a.m.
Tuesday	June 4	Agassiz School	9:30 a.m.
Tuesday	June 4	Houghton School	11:00 a.m.
Wednesday	June 5	Peabody School	9:30 a.m.
Wednesday	June 5	Thorndike School	11:00 a.m.

Wednesday	June 5	Longfellow School	2:00 p.m.
Thursday	June 6	Roberts School	9:30 a.m.
Thursday	June 6	Fletcher School	11:00 a.m.
Thursday	June 6	Harrington School	2:00 p.m.
Friday	June 7	Russell School	9:30 a.m.
Friday	June 7	Morse School	11:00 a.m.
Friday	June 7	Putnam School	2:00 p.m.
Wednesday	June 5	Rindge Achievement Classes	8:00 p.m.
Wednesday	June 5	Vocational School for Girls	8:00 p.m.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that the Cambridge School Department be authorized to participate in the Federal Project under Title I, PL89-10 for the remainder of the current Fiscal Year 1968.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call to approve the report of the Committee on Athletics, set forth below, and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

COMMITTEE ON ATHLETICS
Tuesday, March 26, 1968

Present: Mr. Good, Chairman; Mr. Solomons, Mr. Wylie.

Also present were Mr. Kozlowsky, Director of Physical Education and Athletic Activities, Miss Marguerite George and Miss Marie Hyde, physical education teachers in charge of Girls' Athletic Activities.

It was voted to recommend that Edward Frato be appointed umpire in the Elementary Baseball League at a stipend of $175.00 for the season.

It was voted that Joseph X. Sullivan, be appointed elementary baseball coach at a stipend of $300.00 for the season.

It was voted to recommend that the championship basketball team, the championship swimming team at High & Latin School be awarded jackets and that the Business Manager be instructed to advertise for bids forthwith with a price not to exceed $20.00 for each jacket.

It was voted to recommend that the girls' championship basketball team at High & Latin School be awarded blazers and that the Business Manager be instructed to advertise for bids forthwith at a price not to exceed $20.00 for each blazer.

In recognition of the fine performance in support of the championship High & Latin School basketball team in the Tech. Tourney at the Boston Gardens, the members of the High & Latin Cheer Leaders be awarded silver basketball necklaces suitably inscribed.

It was voted to recommend that the Superintendent be requested to investigate the recreational equipment, such as slides, swings, seesaws, junglegyms, etc., owned by the Recreation Department, on the school playgrounds and report on such additional equipment, including safety equipment such as guard rails, etc., and personnel as would be necessary to permit such equipment to remain in use for the children attending the various schools throughout the school year.

It was voted to recommend that the Recreation Department be requested to install tennis backboards at Callanan Field.

Respectfully submitted,
/s/ John A. P. Good
Chairman

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to approve the following report of the Committee on Buildings & Grounds and adopt the recommendations contained therein:

COMMITTEE ON BUILDINGS & GROUNDS
Monday, April 8, 1968

Present: Mr. Clinton, Chairman; Mr. Duehay, Mr. Fitzgerald.

It was voted to recommend that the Chief Custodian be ordered to replace all present and future broken window glass with LEXAN unbreakable glass windows.

It was voted to refer to Assistant Superintendent Edward Conley for investigation and report, the monthly report on custodial duties as presented by the Master of the Longfellow School.

Mr. Temple, teacher-in-charge of the War Memorial, reported that a pencil microphone was stolen from the War Memorial Building. The microphone was last seen on February 23 at the Rindge vs. High & Latin basketball game. It was not available for the James Foley Dinner on March 3 and it is safe to assume it was stolen sometime between these dates. Mr. Veno, the custodian, was out ill for over a week and insisted that it was in the building and that he would find it when he got back to work. Upon his return a complete search was made without avail. This matter has been reported to the police.

Mr. Anderson, Director of Music, reported that two flutes and a piccolo were stolen from the instrumental room at High & Latin School sometime between March 29 and April 2 and the police have been notified of this situation.

Mr. Mahoney, Master of the Fitzgerald School, reported that his school was broken into during the week-end of March 23-24. Entry was made into the new wing by smashing a window. Pencils and the like were thrown around the room and an eagle book-end was cracked and a cigarette lighter valued at $36.00 was stolen. Several windows were broken and one gym uniform is missing from the boys' locker room.

Respectfully submitted,
/s/ Daniel J. Clinton,
Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation, set forth below, that the duties and salary schedule for the position of Elementary Principal be adopted: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present":

Elementary Principal: They will be in charge of buildings which are organized from kindergarten through grade five (5) or kindergarten through grade six (6); their duties will correspond to the duties as specified under the rules pertaining to the duties of a master.

SALARY SCHEDULE:

Step 1: Ratio 1.20	$12,480
Step 2: Ratio 1.25	13,000
Step 3: Ratio 1.30	13,520
Step 4: Ratio 1.35	14,040

Duties and Salary Ratio for Sub-masters are already specified in the Rules of the Cambridge School Committee.

Question came on bids received for furnishing and installing gas convection oven for Roberts School Breakfast Program. The Business Manager recommended that the contract be awarded to the lowest responsible bidder to have met specifications, Casson Corporation, 755 Concord Ave., Cambridge, at a total price of $1,725.00. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald voting "Nay".

Tabled Matters:

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to take from the table the communication from the Rindge Tech Alumni Association regarding use of trophy room at Rindge Technical School. On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the communication be referred to the Committee on Buildings & Grounds.

Awaiting Report:

Conforming to an order of the School Committee, the Superintendent presented the following report on a communication from the Cambridge School of Ballet and on motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to accept the Superintendent's report:

The Superintendent, through a conference with Miss Esther Brooks, Artistic Director of the Cambridge School of Ballet, has agreed to investigate funding under a federal grant for the presentation of one forty (40) minute program at each of those schools where such funding is allowed.

If funding is secured, performances will be scheduled for the fall.

Expenses for each performance will be in the amount of fifty dollars ($50).

After each performance the Cambridge School of Ballet will distribute applications for students interested in applying for scholarships at that school.

Interested parents will forward the applications to the School which upon receipt will arrange for an audition at the school.

Those students with ability will be considered for scholarships, the award of which will be dependent upon the income of the parents.

Very truly yours,
/s/ John M. Tobin
Superintendent of Schools

NEW BUSINESS

Mr. Clinton in the chair during the temporary absence of the Mayor.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted that the Superintendent and Chief Custodian be authorized to excuse civil service personnel from reporting for duty on Good Friday wherever feasible.

Vice-Chairman Fitzgerald in the chair.

It was unanimously voted to adopt a motion that deteriorating race relations throughout the nation require every individual and every community to redouble efforts to achieve understanding between the races. Therefore, it is ordered that the Superintendent is requested to appoint a committee, to include members of his staff and members of the community, to prepare reccommendations which the Superintendent shall consider in making recommendations to the School Committee, in the following areas:

1. Recommendations regarding a definite curriculum at all grade levels to be used, in conjunction with regular curriculum, during Negro History Week each year.

2. To examine the textbooks currently in use in the Cambridge Schools and textbooks available from publishers not presently in use in Cambridge, in order to determine what books most meaningfully and substantively cover the subjects of race relations and the history of minority groups in the United States.

3. Prepare a program which would ensure that as many as possible of the best qualified Negro applicants are encouraged to apply for positions in the Cambridge School System.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the Chairman be requested to call a special meeting of the School Committee within the next two weeks for the purpose of initiating discussions with the Recreation Department, Cambridge Economic Opportunity Committee, and Cambridge Community Services, relative to their interest, anticipated participation in, and available and projected financial resources, in connection with the Community School Program; and that the Executive Secretary shall, after the chairman has called the meeting, invite said agencies and departments to attend, and advise them that each will have approximately one-half hour to present their initial ideas and discuss the matter with the Committee, and be it further ordered that the Executive Secretary shall compile a suggested list of additional departments and agencies to be consulted at subsequent meetings.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to convene in executive session.

Executive Session

Mayor Sullivan in the chair.

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation on the election of teachers as follows:

Name Of Teacher	Rank	Salary	To Take Effect
Linda J. Lewis	Teacher (Kdgn.)	$6200.00	September 1. 1968
Pamela A. McMurtry	Teacher (Kdgn.)	$6200.00	September 1, 1968

Name Of Teacher	Rank	Salary	To Take Effect
Brenda R. Katz	Teacher (Kdgn.)	$6200.00	September 1, 1968
Deborah B. Slater	Teacher (Kdgn.)	$6200.00	September 1, 1968
Jean B. Sumski	Teacher (Kdgn.)	$6200.00	September 1, 1968
Constance P. Dagle	Teacher (Kdgn.)	$6200.00	September 1, 1968
Mrs. Paula L. Miller	Teacher (Prim.)	$6800.00	September 1, 1968
Andrea M. Janul	Teacher (Prim.)	$6800.00	September 1, 1968
Marilyn M. Pallys	Teacher (Prim.)	$7200.00	September 1, 1968
Marsha E. Read	Teacher (Prim.)	$6200.00	September 1, 1968
Geraldine M. Minichiello	Teacher (Prim.)	$6200.00	September 1, 1968
Susan Bookstein	Teacher (Prim.)	$6800.00	September 1, 1968
Marsha S. Furchheimer	Teacher (Prim.)	$6200.00	September 1, 1968
Mrs. Mary E. Ford Fitzgerald	Teacher (Prim.)	$6200.00	September 1, 1968
Mrs. Rosalind E. Rolland	Teacher (Prim.)	$6800.00	September 1, 1968
Jean M. Donahue	Teacher (Prim.)	$6200.00	September 1, 1968
Diane M. R. Mederios	Teacher (Prim.)	$6200.00	September 1, 1968
Jane A. MacCutcheon	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Mrs. Sally M. Marlow	Teacher (Gr. 4-8)	$8600.00	September 1, 1968
Mary E. Flaherty	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Roberta J. Allen	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
David J. Walsh, Jr.	Teacher (Gr. 4-8)	$7100.00	September 1, 1968
Susan E. Leiner	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Mrs. Joanne C. Perlman	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Antoinette E. DeVellis	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Kerry E. Collins	Teacher (Special Class)	$6700.00	September 1, 1968
Celeste M. Regione	Teacher (Special Class)	$6700.00	September 1, 1968
Mrs. Arleen R. Pheasant	(Teacher (Remedial Reading)	$7400.00	September 1, 1968
Mrs. Barbara A. Wolanin	Teacher (Art)	$6800.00	September 1, 1968
Mrs. Frances A. Waltman	Teacher (Phys.)	$6200.00	September 1, 1968
Secondary			
Lawrence F. Wakeford, Jr.	Teacher (General Science)	$7100.00	September 1, 1968
Mrs. Gene A. D'Eca	Teacher (General Science)	$6200.00	September 1, 1968
Eileen P. Kennedy	(Teacher (English)	$8600.00	September 1, 1968
William F. Young	Teacher (Math)	$6200.00	September 1, 1968
Bureau of Pupil Services			
Mrs. Marion J. Hannon	Adjustment Counselor	$8400.00	September 1, 1968
Ursula A. Maglio	Adjustment Counselor	$78.00.00	September 1, 1968
John P. Hennessy, Jr.	Guidance Counselor	$8200.00	September 1, 1968
Arthur M. Morgan	Guidance Counselor	$9000.00	September 1, 1968
Robert M. Dodd	Adjustment Counselor	$7500.00	April 25, 1968

Name Of Teacher	Rank	Salary	To Take Effect
Martha M. Belknap	Teacher (English as a second Language)	$7500.00	April 1, 1968
Secondary			
Claudia I. Mosko	Teacher (French)	$5900.00	April , 1968

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that Mrs. Elizabeth R. Boyce be elected to the position of Director of Social Studies for a period of one year from September 1, 1968, effective $13,520.00 per year.

The Superintendent recommended the following Board of Examiners to select a Principal:

Miss Marion J. Fahey, Director of Elementary Supervision, Boston School Dept.

Mr. Joseph A. Keefe, Principal, J. F. Kennedy Jr. High School, Natick, Mass. 1964.

Mrs. Patricia Zeles, Principal, Crosby Elementary School, Arlington.

The Superintendent recommended the following Board of Examiners to select a Sub-Master:

Mrs. John J. Kelly, 51 Dixon Park Rd., Weymouth, Mass.

Miss R. Hilda Gaffney, 16 Edgmont Ave., Reading, Mass.

Mr. E. Robert Miles, 32 Catherine Ave., Reading, Mass.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to suspend the rules for the purpose of adopting the Superintendent's recommendations on the appointment of the foregoing boards of examiners. On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendations on the appointment of the Board of Examiners for the position of Principal and the Board of Examiners for the position of Sub-Master: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

The rules were again suspended for the purpose of moving reconsideration. A motion by Mr. Solomons, seconded by Mr. Fitzgerald, to reconsider the foregoing vote, approved the boards of examiners, (hoping same would not prevail) failed of adoption.

It was unanimously voted to request the Teachers' Retirement Board for permission to continue the employment of John M. Tobin as Superintendent of Schools until the end of the present school year. Mr. Tobin will reach retirement age in May, 1968.

It was unanimously voted that the Cambridge School Committee record itself as favoring passage of the pending Civil Rights Bill and to urge implementation of the proposals in the Kerner Report.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to adjourn;

AJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING: Wednesday, April 24, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to approve the minutes of the meeting of April 9, 1968.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the Cambridge Baseball League:

> Cambridge School Committee April 24, 1968
> Cambridge, Mass.
>
> Gentlemen:
>
> We write you to express our deep concern for our present ball field at Lindstrom Park. We conduct a successful recreation program which has graduated over 4,000 citizens. As we enter our 17th season, we wish to inform you that our boys come from the Longfellow, Webster, Morse, St. Paul's, Blessed Sacrament, St. Mary's, Brown & Nichols, as well as the Houghton School.
>
> In 1967 we were without the field due to MDC construction. The present and future MDC sewerage plans at Magazine Beach may prevent our using our remaining field. We have already lost one field at Magazine Beach. We have been informed of this condition by the MDC Commission. Crossing Memorial Drive is a major problem. We have had several boys hit by cars and one fatality, a child's parent. The MDC is also very unlikely to give its permits to one group for all of Magazine Beach.
>
> We realize the exigencies a new school necessitates. Yet, we are well aware of the scarcity of recreation land in Cambridgeport. We urge the school committee to follow the Cambridge Recreation Commission, the Superintendent of Recreation and the managers, coaches, officers, and parents of our ballplayers and not take Lindstrom Field.
>
> If portable schools must be, we ask that you not disrupt a beneficial youth program that helps over two hundred and fifty Cambridge youth. We ask you to choose another site.
>
> For the League: Edward J. Gurry, President

Communication was received from Mrs. Elizabeth Gill, Vice-President of the Houghton School PTA, requesting permission to be heard at this meeting. Mr. Fitzgerald moved, seconded by Mr. Clinton, that permission be granted Mrs. Gill to be heard at the time indicated in the Order of Business. A motion by Mr. Solomons, seconded by Mr. Duehay, to suspend the regular order of business for the purpose of hearing Mrs. Gill at this time, failed on the following roll-call to receive the required five votes: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay". It was then voted to adopt Mr. Fitzgerald's motion, seconded by Mr. Clinton, that permission be granted Mrs. Gill to be heard at the time indicated in the Order of Business.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to accept with pleasure, an invitation extended by Massasoit Lodge I.B.P.O.E.W. to attend their Local Oratorical Contest on Sunday, May 5, 1968 at 3 p.m. at 55 Austin Street, Cambridge, Mass.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to make part of the minutes the following communication from Congressman Thomas P. O'Neill, Jr., and that the School Committee compliment Congressman O'Neill for his efforts in passing the Civil Rights Bill:

Cambridge School Committee
Cambridge, Mass.

Gentlemen:

I am more than happy to inform you that the 1968 Civil Rights Bill passed the House of Representatives on Wednesday, April 10 by a vote of 250 to 171. I supported this measure in its entirety.

Sincerely,

THOMAS P. O'NEILL, JR.
Member of Congress

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to make part of the minutes the following notice from the Mass. Teachers' Retirement Board:

TEACHERS RETIREMENT BOARD

April 18, 1968

Edw. J. O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass.

Dear Mr. O'Connell:

We acknowledge receipt of your letter dated April 15, 1968 in which you report that at a regular meeting held on April 9, 1968, the Cambridge School Committee voted to request the Teachers' Retirement Board for permission to continue the employment of Mr. John M. Tobin, Superintendent of Schools, to the end of the school year in June, 1968.
In accordance with the provisions of Chapter 348 of the Acts of 1954 he may be so employed.

Very truly yours,
/s/ Joseph B. Carroll
Executive Secretary

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to adopt a recommendation by the Business Manager, concurred in by the Superintendent, that in addition to sums previously appropriated, the sum of $1,500.00 be appropriated to School Department Schedule B-22 Medical Services, said sum to be provided by transfer from School Department Schedule B-39 Services Not Otherwise Coded (roll-call vote): Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

The Superintendent reported that he has received notice from the U.S. Department of Health, Education and Welfare that the net entitlement for the Cambridge School Department under PL-874 for the school year ending June 30, 1968 amounted to $95,798.00 and that he is in receipt of a check in the sum of $47,899.00 or 50% of the total as the first payment of the entitlement.

The Superintendent reported the marriage on April 6, 1968 of Ruth Justine Barton, teacher at the Houghton School, to Thomas J. Begley and her name will now appear on our records as Ruth J. Begley.

There being no objection the chairman ordered placed on the 'calendar' bids received for bus transportation.

The Superintendent presented a petition from Mr. Helen Lewis, permanent part-time junior clerk-typist now on leave of absence, requesting an extension of her leave of absence until the close of school in June, 1968. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to refer this matter to executive session for inquiry.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that Juniors and Seniors in the High & Latin School and in Rindge Technical School be granted permission to voluntarily participate in an Oratorical Contest being sponsored by the Cambridge Lodge of Elks.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to accept with pleasure an invitation extended by Cambridge Lodge of Elks to attend their annual Oratorical Contest at the M. E. Fitzgerald School on Thursday, May 2, 1968 at 7:30 p.m.

The Superintendent presented reports on class attendance for the After School Centers for the weeks of April 4 and April 11, 1968.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following teachers be re-elected for one year from September 1, 1968 in accordance with the rules of the School Committee:

High and Latin
Clara H. Barrett
Anita R. Barton
Mary L. Bellefontaine
Edward J. Brady
Alice J. L. Brown
Helen R. Browning
Barbara R. Gannon
Margaret M. Cassidy
Carolyn J. DeMita
Barbara A. DeSantis
James F. DeVille
Geraldine M. Gilligan
Ann G. Hilferty
Laura M. Jacobs
Manuela D. Maistrellis
Nancy B. O'Connell
Mary Joan Scully
Bertrude F. Mullenmeister

Rindge Technical
Donald H. Brine
Thomas A. Calabrese
Manuel DeMello, Jr.
Samuel J. Ferraro
Timothy F. Mahoney
Arthur J. Marchand
Francis J. McCarthy
James P. Nolan
John P. Sennott
Ralph J. Sennott, Jr.
Robert J. Tierney

Agassiz
Rosemary A. Day

M. E. Fitzgerald
Brenda E. Corcoran
Ellen M. Foster
Joseph A. Pagliaro, Jr.

Fletcher
Jeannette A. Ayoub
Barbara A. Coen
Sheila H. Keane

Haggerty
Jane A. Robertson
C. G. Harrington
Eileen M. Farrell
M. Clare O'Connor
Anne Shulman
Georgia C. Zevitas
Houghton
Patricia A. Porio
Ella Jo Robinson
Longfellow
Susan Barnes
Gina M. Centrella
Kay C. Gabbard
M. John Kawalder
Margaret V. Wagner
Mary M. Collins
Morse
Louise T. Carlin
Lawrence G. Driscoll
Olivia C. Grant

Peabody
Ann M. Buckley
Jeannette V. Gaynor
Charles R. Murphy
Elaine M. Schultz
Putnam
Eve Odiorne
Roberts
Doris G. Anderson
Charles L. Brock
Joan H. McKeon
Muriel A. Rosenthal
Russell
Patricia J. Aldrich
Marjorie Gatchell
Ellen P. Quirk
Pamola C. R. Stout
Thorndike
Susan L. Kreitzman
Elizabeth S. Kurosaka
Janet E. Moynihan
Susan E. Noonan

Webster
Judith M. Gauthier
Jacqueline E. Hargrove
Shawna M. Muller
Carolyn A. Schneider
June H. Trailman
Bureau of Pupil Services
Janet A. Emery
Gerald J. Shea, Jr.
Susan L. Weiner
Elementary French
Lorraine G. McDonough
Music
Anthony J. Hyde
Physical Education
George R. Greenidge
Director of Libraries
Charles W. Adams
Vocational School for Girls
Regina B. Cardwell

The Superintendent reported that at the meeting of April 9, 1968 he had recommended that Mrs. Paul L. Miller be appointed a teacher in the primary grades, effective September 1, 1968 but that Mrs. Miller had declined the election. The Superintendent recommended that Mrs. Paula L. Miller's name be withdrawn from the list of applicants recommended for appointment effective September 1, 1968. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Cambridge Public Schools Summer School Program at the Cambridge High & Latin School be approved for the period July 1, 1968 to and including August 13, 1968 (30 school days).

REPORTS OF COMMITTEES

On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted on the following roll-call to approve the report of the Committee on Buildings & Grounds, set forth below, and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

Committee On Buildings & Grounds
Monday, April 15, 1968

Present: Mr. Clinton, Chairman; Mr. Fitzgerald, Mr. Duehay

Also present Mr. Paul Cowles, Superintendent of Recreation.

It was voted to recommend that the Recreation Department be granted permission to install basketball backboards in the well of the Longfellow School, the Recreation Department to provide necessary personnel and equipment to operate the program. This permission is given on the condition that it shall continue so long as there are no complaints received.

It was voted to recommend approval of an expenditure not to exceed $155.00 for certain minor adjustments in furniture being provided for the Business Office and the School Committee rooms by Offices Unlimited, Inc., as outlined in a communication from the contractor to Assistant Superintendent David Hockman dated April 22, 1968.

Respectfully submitted,
/s/ Daniel J. Clinton
Chairman

HEARINGS

Mrs. Elizabeth Gill and Mr. John Herzog appeared on behalf of the program to secure relocatable classrooms for pupils of the Houghton School during the time the new school is being built, rather than scatterization or double sessions program.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to suspend the rules for the purpose of offering a motion at this time. On motion by Mr. Good, seconded by Mr. Solomons it was voted that the City Manager and Recreation Commission be requested to reserve the use of the recreational building on Corporal Burns playground for the purpose of housing kindergarten pupils of the Houghton School district for the school year beginning September, 1968.

On motion by Mr. Solomns, seconded by Mr. Duehay, it was voted that the City Council be requested to purchase the relocatable classrooms for the purpose of housing the Houghton School pupils while the new school is under construction; and, further, that the site for these portable clsasrooms shall be determined, as quickly as possible, by the City Manager and the School Committee. Mr. Fitzgerald is recorded as voting "Nay". The rules having again been suspended, a motion by Mr. Duehay, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail), failed of adoption.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the City Manager be requested to present a complete and comprehensive report on a site for the location of the relocatable classrooms for Houghton School pupils, on or before the next regular meeting scheduled for May 7, 1968; said report to list alternate sites if possible; and, further, that the City Manager shall have the City solicitor study fully and approve, whatever sites are suggested, prior to submission of the report to the School Committee.

The chair declared the hearing closed.

UNFINISHED BUSINESS FROM PREVIOUS MEETING

Calendar:

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to adopt the text books recommended by the Superintendent at the meeting of April 9, 1968.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call that the persons named below be elected teachers in the Cambridge School Department at the salary indicated and effective on the date listed: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mr. Wylie and Mayor Sullivan voting "Yea":

NAME OF TEACHER	RANK	SALARY	TO TAKE EFF.
Linda J. Lewis	Teacher (Kdgn.)	$6200.00	September 1, 1968
Pamela A. McMurty	Teacher (Kdgn.)	$6200.00	September 1, 1968
Brenda R. Katz	Teacher (Kdgn.)	$6200.00	September 1, 1968
Deborah B. Slater	Teacher (Kdgn.)	$6200.00	September 1, 1968
Jean B. Sumski	Teacher (Kdgn.)	$6200.00	September 1, 1968
Constance P. Dagle	Teacher (Kdgn.)	$6200.00	September 1, 1968
Mrs. Paula L. Miller	Teacher (Prim.)	$6800.00	September 1, 1968
Andrea M. Janul	Teacher (Prim.)	$6800.00	September 1, 1968
Marilyn M. Pallys	Teacher (Prim.)	$7200.00	September 1, 1968
Marsha E. Read	Teacher (Prim.)	$6200.00	September 1, 1968
Geraldine M. Minichiello	Teacher (Prim.)	$6200.00	September 1, 1968
Susan Bookstein	Teacher (Prim.)	$6800.00	September 1, 1968
Marsha S. Furchheimer	Teacher (Prim.)	$6200.00	September 1, 1968
Mrs. Mary E. Ford Fitzgerald	Teacher (Prim.)	$6200.00	September 1, 1968
Mrs. Rosiland E. Rolland	Teacher (Prim.)	$6800.00	September 1, 1968
Jean M. Donahue	Teacher (Prim.)	$6200.00	September 1, 1968
Diane M. R. Mederios	Teacher (Prim.)	$6200.00	September 1, 1968
Jane A. McCutcheon	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Mrs. Sally M. Marlow	Teacher (Gr. 4-8)	$8600.00	September 1, 1968
Mary E. Flaherty	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Roberta J. Allen	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
David J. Walsh, Jr.	Teacher (Gr. 4-8)	$7100.00	September 1, 1968
Susan E. Leiner	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Mrs. Joanne C. Perlman	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Antoinette E. DeVillis	Teacher (Gr. 4-8)	$6200.00	September 1, 1968
Kerry E. Collins	Teacher (Special Class)	$6700.00	September 1, 1968
Celeste M. Regione	Teacher (Special Class)	$6700.00	September 1, 1968
Mrs. Arleen E. Pheasant	Teacher (Remedial Reading)	$7400.00	September 1, 1968
Mrs. Barbara A. Wolanin	Teacher (Art)	$6800.00	September 1, 1968
Mrs. Frances A. Waltman	Teacher (Phys. Ed.)	$6200.00	September 1, 1968
Lawrence F. Wakeford, Jr.	Teacher (General Science)	$7100.00	September 1, 1968
Mrs. Gene A. D'Eca	Teacher (General Science)	$6200.00	September 1, 1968
Eileen P. Kennedy	Teacher (English)	$8600.00	September 1, 1968
William F. Young	Teacher (Math)	$6200.00	
Mrs. Marion J. Hannon	Adjustment Counselor	$8400.00	September 1, 1968 September 1, 1968
Ursula A. Maglio	Adjustment Counselor	$7800.00	September 1, 1968
John P. Hennessy, Jr.	Guidance Counselor	$8200.00	September 1, 1968
Arthur M. Morgan	Guidance Counselor	$9000.00	September 1, 1968
Robert M. Dodd	Adjustment Counselor	$7500.00	April 25, 1968
Martha M. Belknap	Teacher (English as a second Language)	$7500.00	April 1, 1968
Claudia I. Mosko	Teacher (French)	$5900.00	April, 1968

It was unanimously agreed to refer to executive session the Superintendent's recommendation that Mrs. Elizabeth R. Boyce be elected to the position of Director of Special Studies for a period of one year from September 1, 1968 at a salary of $13,520.00 per year.

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee request the City Manager for a report for the month of April on the progress of the school construction program, as outlined in a motion transmitted to the City Manager under date of March 19, 1969.

Vice-Chairman Fitzgerald in the chair.

On motion by Mayor Sullivan, seconded by Mr. Good, it was voted that Civil Service be requisitioned for a list of persons eligible to fill one position of School Matron.

Mayor Sullivan in the chair.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that whenever the Superintendent reports resignations, recommends leave of absence, or any other separation of service of employees of the Cambridge School Department, he shall inform the School Committee of the individual's home address, date of appointment, length of continuous service and any other pertinent information concerning the individual separating or leaving the service of the Cambridge School Department.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the Superintendent be requested to report as to any participation the Cambridge School Department presently has in the Museum of Fine Arts Program; and, further, that the Superintendent confer with the Museum of Fine Arts and make whatever recommendations are necessary for participation in their program.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in executive session.

Vice-Chairman Fitzgerald in the chair.

Question came on the Superintendent's recommendation that Mrs. Elizabeth R. Boyce be elected to the position of Director of Social Studies for a period of one year from Sept. 1, 1968 at a salary of $13,520.00 per year. Mrs. Boyce appeared before the committee and discussed her appointment. At the conclusion of the hearing it was voted on the following roll-call to adopt a motion by Mr. Solomons, seconded by Mr. Clinton, to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mr. Wylie voting "Yea"; Mayor Sullivan "Absent". The rules having been suspended a motion by Mr. Good, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

Mayor Sullivan in the chair.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt (on the following roll-call) the Superintendent's recommendation that Ruth F. Boland, Director of Pupil Services be reimbursed in the sum of $250.28 for expenses incurred by reason of her attendance at the A.P.G.A. 1968 Convention in Detroit, Michigan from April 5 through April 11, 1968:

Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

There being no objection the chairman ordered made part of the minutes, the following notice received from the City Solicitor:

"The

"CATHERINE L. GOOD vs. SCHOOL COMMITTEE OF CAMBRIDGE & others."

(Rescript Opinion)

"The petitioner was one of two applicants for appointment as Headmaster's Assistant-Head of Home Economics Department at the Cambridge High & Latin School. She appeals from an order dismissing her petition for a writ of certiorari to quash a vote of the respondent school committee approving the qualifications of the other applicant and appointing the latter to the position. The petitioner argues that the eligibility of the other applicant "was decided by . . . (the respondents) on a gross misinterpretation or total disregard of the pertinent rules of the School Committee" and that "(i)n interpreting the rules of the school, the members acted in a quasi-judicial capacity." Certiorari will not lie to review administrative actions, but only "to revise the proceedings of tribunals or officers acting in a judicial capacity." Attorney Gen. v. Northampton, 143 Mass. 589, 590. O'Connell v. Board of Appeals of Billerica, 349 Mass. 324, 327. We are of opinion that the appointment in question was an administrative and not a quasi-judicial act of the respondents. See Clark v. City Council of Waltham, 328 Mass. 40: Kelley v. School Committee of Watertown, 330 Mass. 150. The rule which the petitioner alleges was misapplied provides that "(c)andidates for the position of Head of Department in the high schools must have had at least seven (7) years' experience in the department for which they are applicants". Even if a review of these proceedings were open on certiorari, we perceive no merit in the petitioner's arguments that the word "department" as used in the rule limits the appointment to an applicant who had at least seven years' experience in the Cambridge High and Latin School. It appears clear to us that the word "department" is used in the generic sense. Order affirmed.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt Superintendent's recommendation that Helen W. Lewis, permanent part-time junior clerk-typist now on leave of absence, be granted a final extension of her leave of absence until the close of school in June 1968, Mrs. Lewis to resume her duties on the opening day of school in September 1968 without further extension of leave of absence.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, May 7, 1968

REGULAR MEETING:

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of conducting a hearing on the matter of a site for the relocatable classrooms for pupils of the Houghton School while the proposed new Martin Luther King, Jr., School is being erected.

Notice was received from the City Council that the recommendations contained in the following report of the special committee of the City Council be adopted:

COMMITTEE REPORT TO CITY COUNCIL ON AVAILABLE SITES FOR PORTABLE CLASSROOMS FOR THE HOUGHTON SCHOOL

The City Manager has offered three sites to the School Committee: a site at Callanan Field now occupied by Porter Chevrolet, a site near the City Infirmary, and Corporal Burns Playground.

Callanan Field

Advantages: The site is not now being used for any city purpose.

Disadvantages: It is a distant site, and would be noisy because of the new Russell School building. It would involve the expense of bussing ($80,000) and the trouble and expense of school lunches. It would not provide a neighborhood facility for summers and after school.

City Infirmary (vacant land along Concord Avenue between Fresh Pond and the Infirmary, east of the building).

Advantages: It is an attractive site and the portable schools would inconvenience no one, except possibly the patients.

Disadvantages: It would involve the expense of bussing and school lunches. It would not provide a neighborhood facility for summers and after school. There might be some difficulty with the health department on account of sewage. It is distant.

Corporal Burns

Advantages: It is close to home and would be the most acceptable to parents who don't want their children out of reach. It would save the cost of bussing ($80,000) and of a school lunch program. It would be available to continue the federal after school and summer programs which would otherwise be lost to this community. (Last winter 260 children attended this program at Houghton—171 public school, and 88 private school children).

Disadvantages: It is somewhat used as a tot-lot and for basketball practice. As the last remaining city-owned space along the river it is of great symbolic importance to the neighborhood.

That this report of three available sites be forwarded to the School Committee immediately so that they may exercise their prerogative of choosing a site; but that it be pointed out to the School Committee that the Corporal Burns is the least expensive to the city, the most advantageous to the neighborhood, and the only one which would allow the Houghton area to keep its federal programs; and further

That if Corporal Burns is chosen Harvard be asked to provide space nearby for a tot-lot, and that room for a basketball area be found at the edge of the site of the new school; and further

That if Corporal Burns is chosen the City Manager be requested to make plans to remove the portable buildings as soon as the Martin Luther King School is ready to be occupied; and that $75,000 be set aside from the proceeds of the sale of such buildings to restore Corporal Burns as a recreation area and park in accordance with the wishes of the permanent residents of the area; and further

That as soon as the School Committee has selected a site the City Manager should proceed immediately to take all necessary steps to acquire said portable buildings and to make the land selected available to the School Committee so that said buildings will be ready for use the first week in September.

Barbara Ackermann,
Chairman

Mr. Solomons moved, seconded by Mr. Wylie, that the School Committee record itself as approving the Corporal Burns Playground as the site for the relocatable classrooms. Proponents and opponents to this site were heard and at the conclusion of the discussion Mr. Solomons motion failed of adoption on the following roll-call: Mr. Duehay, Mr. Solomons, and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay".

A suggestion was then offered that land on DeWolfe Street owned by St. Paul's Church together with adjacent land owned by Harvard College might be available to the city for the purpose of erecting the relocatable classrooms. On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the chairman be authorized to investigate this site and report back to the School Committee.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to again suspend the regular order of business for the purpose of hearing Mrs. Barbara Ackermann, member of the City Council. Mrs. Ackermann appeared and outlined a proposed summer program for Cambridge Teen-Agers, involving the use of several school buildings. On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted that the matter be referred to the Subcommittee on Buildings & Grounds for study and report. On motion by Mr. Good, seconded by Mr. Solomons, it was further voted that the Sub-committee on Buildings & Grounds, be authorized to make their report directly to the City Council Sub-committee on Community Schools as well as to the School Committee.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to again suspend the regular order of business for the purpose of hearing Mr.

Justin Gray, Assistant to the City Manager for Community Development, together with his assistants Mrs. Janet Rose and Mrs. Rita Cameron, concerning the Model Cities Program.

Vice-Chairman Fitzgerald in the chair.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the Cambridge School Committee participate in the Model Cities Program; and, further, that the chairman of the School Committee be authorized to appoint a member of the School Committee to represent the School Committee on the Model Cities Program CDA Committee.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the School Committee extend their commendations to Mr. Justin Gray, Assistant to the City Manager for Community Development and to his assistants Mrs. Janet Rose and Mrs. Rita Cameron and to all their workers for their outstanding performances in the Model Cities Program and to offer the School Committee's fullest cooperation in their future endeavors.

Mayor Sullivan in the chair.

The chair ordered the regular order of business.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the minutes of the meeting of April 24, 1968 be approved as presented.

There being no objection the chairman ordered made part of the minutes the following communication from the City Council:

— In City Council —

April 15, 1968

Whereas: A communication has been received from the Cambridge School Department transmitting a gift of $150.00 from the Cambridge School Volunteer Project to be used as prize money for the School Library Department's forthcoming Book Contest, therefore be it Resolved: That the City Council of the City of Cambridge hereby accepts with gratitude the aforesaid gift.

A true copy: Attest: Thomas M. McNamara, City Clerk

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to refer to the Superintendent for report, the following communication from the Superintendent of Recreation.

Edward O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass.

Dear Mr. O'Connell:

I have your letter of April 24, 1968 requesting that the City Manager and the Recreation Commission reserve the use of the building at Corporal Burns Playground for the purpose of housing kindergarten pupils of the Houghton School District for the school year beginning September 1968.

I request that I be advised of your plans for renovations which would undoubtedly be necessary to comply with such use of the building. In addition, I believe the members of my Commission would ask the hours of the intended use, and what provisions are being made to finance the operation of the building as well as any renovations.

Very truly yours,
Paul G. Cowles,
Supt. of Recreation

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to make part of the minutes the following communication from Senator Edward W. Brooke:

April 23, 1968

School Committee
1700 Cambridge St.
Cambridge, Mass.

Gentlemen:

Because of the literally hundreds of letters, telegrams and cards pouring into my office daily since Dr. King's assassination stunned the nation, it has proved impossible for me to reply to each and every one as promptly as I'd wish. I hope you'll understand.

I do want you to know, however, that I appreciate your getting in touch with me.

I was pleased, as I'm sure you were, that the House of Representatives acted so quickly to approve the Civil Rights Act of 1968 which the Senate had passed last month. Enactment of this important bill was particularly gratifying to me because it contained the significant fair housing provisions based on the amendment which Senator Mondale of Minnesota and I introduced.

But, we must do more, much more. The war on poverty must be adequately funded. An effective gun control law should be promptly enacted. And Congress must move aggresisvely and imaginatively to implement those recommendations of the National Commission on Civil Disorders requiring legislative action. To this end I have filed a number of specific bills.

As one of the authors of the Kerner Commission Report, I firmly believe that our recommendations in the fields of education, jobs, housing and welfare provide the country with the best possible hope for peace and tranquility and law and order in the years to come. These programs will, admittedly, be costly. But they are an imperative investment in the future as well as the present. In times of crisis, America has always managed to come up with whatever funds are needed to do the job.

Thank you for sharing your thoughts with me and for giving me this opportunity to share some of mine with you.

Sincerely yours,
/s/ Edward W. Brooke

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that John J. Dynan, Business Manager, be authorized to represent the Cambridge School Department at the First Annual Institute for New England Associations of School Business Officials at the University of Mass., on Tuesday and Wednesday, May 14 and 15, 1968.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation that eighth grade students be allowed to voluntarily participate in an Essay Contest being sponsored by the Cambridge Lodge of Elks.

On motion by Mr. Solomons, seconded by Mr. Clinton, to approve the Superintendent's report that the following persons who were appointed teachers at the meeting of April 23, 1968 have declined to accept the appointments:

Mrs. Frances Y. Waltman	Physical Education
Marsha E. Read	Primary Teacher
Jean L. Sumski	Kindergartner
Joanne Perlman	Elementary Teacher
Mrs. Sally M. Marlow	Elementary Teacher
Ursula Maglio	Guidance Counselor
Mrs. Barbara A. Wolanin	Art Department
Linda Lewis	Kindergartner
Mary E. Flaherty	Elementary Teacher

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept the resignation of Vicki Sue Algea, teacher of Modern Language at the High & Latin School, effective April 26, 1968.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following teachers, having completed successfully three years service in the Cambridge Public Schools, be placed on tenure from September 1, 1968 in accordance with the Rules of the School Committee.

High & Latin
Thomas C. Haley
Christine C. Nicolo
Janet B. Rife
D. Maureen Shea
Rindge Technical
Edward Correia
Charles Killilea
Katherine LaMontagne
Abraham Lincoln
Mary J. Tansey
Agassiz
Elizabeth A. MacDonald
M. E. Fitzgerald
Rosely L. Gray
Rhoda K. Posner

Houghton
Ruth M. Kiely
Sydney Miller
Maureen Petronio
Joan A. Young
Longfellow
Camilla D. Maguire
Morse
David F. Goodwin
Richard L. Maloney
Peabody
Ellen K. Wolosinski
Putnam
Thomas F. McCarron
Roberts
Norma D. Donato

Fletcher
Arlene S. Brown
Lorraine M. Varrier
Rosalind A. Volpe
C. G. Harrington
Joanna F. Holleran
Leslie S. Oliver
Russell
Joan M. Serino
Webster
Mary M. Coppola
Bureau of Pupil Services
Carol A. Armato
Richard T. Colgan

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the resignation of Timothy F. Carney, Watchman in the School Department for thirty-four years, be accepted with regret, and that the School Committee express to Mr. Carney their sincere appreciation for his long years of faithful and efficient service to the Cambridge School Department.

REPORTS OF COMMITTEES

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation presented by the Sub-committee on Athletics, that the Athletic Committee approve Mr. Kozlowsky's recommendation that John Arone, teacher at Rindge Technical School, be appointed Soccer Coach at High & Latin School at a stipend of $800.00 for the season: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present".

UNFINISHED BUSINESS OF PREVIOUS MEETING

Question came on bids received for bus transportation. The Business Manager recommended that a contract for bus transportation be awarded to the lowest responsible bidder for a period of three years from September 1, 1968, Samuel Lamkin, Cambridge, Mass., at a price of $38.00 per day for Russell School and $28.00 per day for St. Peter's School and $39.00 per day for one bus for Fitzgerald, Notre Dame and St. John's Schools. On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Superintendent's recommendation that the teachers listed below be re-elected for a period of one year from September 1, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

High and Latin
Clara H. Barrett
Anita R. Barton
Mary L. Bellafontaine
Edward J. Brady
Alice J. L. Brown
Helen R. Brownrigg
Barbara R. Gannon
Margaret M. Cassidy
Carolyn J. DeMits
Barbara A. DeSantis
James F. DeVellie
Geraldine M. Gilligan
Ann G. Hilferty
Laura M. Jacobs
Manuela D. Maistrellis
Nancy B. O'Connell
Mary Joan Scully
Bertrude F. Mullenmeister
Rindge Technical
Donald H. Brine
Thomas A. Calabrese
Manuel DeMello, Jr.
Samuel J. Ferraro
Timothy F. Mahoney
Arthur J. Marchand
Francis J. McCarthy
James P. Nolan
John P. Sennott
Ralph J. Sennott, Jr.
Robert J. Tierney
Agassiz
Rosemary A. Day
M. E. Fitzgerald
Brenda E. Corcoran
Ellen M. Foster
Joseph A. Pagliaro, Jr.
Fletcher
Jeannette A. Ayoub
Barbara A. Coen
Sheila H. Keane

Haggerty
Jane A. Robertson
C. G. Harrington
Eileen M. Farrell
M. Clare O'Connor
Anne Shulman
Georgia C. Zevitas
Houghton
Patricia A. Porto
Ella Jo Robinson
Longfellow
Susan Barnes
Gina M. Gabbard
M. John Kawalder
Margaret V. Wagner
Mary M. Collins
Morse
Louise T. Carlin
Lawrence G. Driscoll
Olivia C. Grant
Peabody
Ann M. Buckley
Jeannette V. Gaynor
Charles R. Murphy
Elaine M. Schultz
Putnam
Eve Odiorne
Roberts
Doris G. Anderson
Charles L. Brock
Joan H. McKeon
Muriel A. Rosenthal
Russell
Patricia J. Aldrich
Marjorie Gatchell
Ellen P. Quirk
Pamola C. R. Stout
Thorndike
Susan L. Kreitzman
Elizabeth S. Kurosaka
Janet E. Moynihan
Susan E. Noonan
Webster
Judith M. Gauthier
Jacqueline E. Hargrove
Shawna M. Muller
Carolyn A. Schneider
June H. Trailman
Bureau of Pupil Services
Janet A. Emery
Gerald J. Shea, Jr.
Susan L. Weiner
Elementary French
Lorraine G. McDonough
Music
Anthony J. Hyde
Physical Education
George R. Greenidge
Director of Libraries
Charles W. Adams
Vocational School for Girls
Regina B. Cardwell

Tabled Matters:

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to take from the table the matter of assignment of speakers for the various graduations. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to refer this matter to executive session.

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee extend its congratulations to John Nichols, Rindge Technical School Senior, for winning the first Martin Luther King, Jr., Scholarship at Boston University.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted that the School Committee extend its congratulations to Stephen D'Arcy, senior at Cambridge High & Latin School, for winning a National Merit Scholarship Award.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to convene in executive session.

The Superintendent announced that the After School Centers Program will re-open approximately June 24, 1968 and will close August 15, 1968. Each of six centers will be open four days a week from 8:30 a.m. to 12:30 p.m. on Monday through Thursday.

The Chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following teachers be appointed to the Cambridge School Department, effective September 1, 1968:

Paula W. Macias	Teacher—Kindergartner	$6200.
Carole A. Zconcsyk	Teacher—Primary	7800.
Dorothy H. Frydryk	Teacher—Primary	6800.
Kathleen (Trinia) Wilson	Teacher—Primary	7400.
Sandra L. Hildreth	Teacher—Primary	6200.

Marie C. Reardon	Teacher—Primary	6200.
Mary E. Sullivan	Teacher—Primary	6200.
Nancy J. Mellen	Teacher—Primary	6800.
Ellen S. Blitz	Teacher—Primary	6800.
Anne C. Martis	Teacher—Primary	6200.
Doreen Ermini	Teacher—Primary	6200.
Carroll A. Lee	Teacher—Primary	6200.
Paul A. DeAngelis	Teacher—Gr. 4-8	7100.
Ruth E. Shea	Teacher—Gr. 4-8	7400.
Arlene R. Stone	Teacher—Gr. 4-8	6800.
Ruth L. Mix	Teacher—Gr. 4-8	6200.
Roberta F. Montgomery	Teacher—Gr. 4-8	6200.
Stephen E. Preston, Jr.	Teacher—Gr. 4-8	7800.
Abigail Horvitz	Teacher—Gr. 4-8	6200.
Rosemarie P. Palange	Teacher—Gr. 4-8	6200.
Barbara L. Allen	Teacher—Gr. 4.8	7200.
Gail A. Hall	Teacher—Gr. 4-8	6200.
Mary G. Duffy	Teacher—Gr. 4-8	6200.
Patricia G. Heafey	Teacher—Special Class	6700.
Phyllis Ewen	Teacher—Art	6800.
Carmen D. Borgia	Teacher—Instrumental Music	6200.
Elizabeth M. Tuck	Teacher—Home Economics	6200.
Pamela A. Street	Teacher—Biol. & Gen. Science	6200.
Stephen W. Schuler	Teacher—Biol. & Gen. Science	6200.
H. Ward Gay	Teacher—Earth Science	6200.
Richard J. Kenney	Teacher—English	8000.
Kathleen M. White	Teacher—English	7800.
Judith M. Rosch	Teacher—French	6200.
Sara S. Kirstein	Teacher—French	6200.
Jane E. Chiurri	Teacher—French	6200.
Doris M. Perella	Teacher—Italian	6200.

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation of a proposed demonstration program of the Cambridge Public Schools and Cambridge Hospitals on Health Assistants Program.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that approval be granted to conduct a Summer Follow-Through Program under Title I of the Elementary & Secondary Education Act from July 8 through August 18, 1968 at the M. E. Fitzgerald, Chas. G. Harrington and Roberts Schools.

Members were assigned as follows to represent the School Committee at the various graduations:

GRADUATIONS
1968

Monday	June 3	High and Latin School	Mr. Solomons	6:00 PM
Tuesday	June 4	Rindge Technical School	Mr. Good	6:00 PM
Monday	June 3	M. E. Fitzgerald School	Mr. Duehay	9:30 AM
Monday	June 3	Webster School	Mr. Clinton	11:00 AM
Tuesday	June 4	Agassiz School	Mr. Good	9:30 AM
Tuesday	June 4	Houghton School	Mr. Good	11:00 AM
Wednesday	June 5	Peabody School	Mr. Wylie	9:30 AM

Wednesday	June 5	Thorndike School	Mr. Fitzgerald	11:00 AM
Wednesday	June 5	Longfellow School	Mr. Duehay	2:00 PM
Thursday	June 6	Roberts School	Mr. Fitzgerald	9:30 AM
Thursday	June 6	Fletcher School	Mr. Solomons	11:00 AM
Thursday	June 6	Harrington School	Mr. Fitzgerald	2:00 PM
Friday	June 7	Russell School	Mr. Wylie	9:30 AM
Friday	June 7	Morse School	Mr. Clinton	11:00 AM
Friday	June 7	Putnam School	Mr. Fitzgerald	2:00 PM
Wednesday	June 5	Rindge Achievement Classes and Vocational Classes—Girls	Mr. Duehay	8:00 PM

It was voted to reconvene in regular session.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that Civil Service Employees in the categories listed below be granted a 5% increase in salary, effective September 1, 1968:

Junior Clerk-Typist (full time)
Junior Clerk-Stenographer
Senior Clerk-Typist
Senior Clerk-Stenographer
Secretary to Superintendent
Telephone Operator
Director of Cafeteria

Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to adjourn:

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, May 21, 1968

REGULAR MEETING:

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to approve the minutes of the meeting of May 7, 1968 as presented.

There being no objection the chairman ordered made part of the minutes the following communication from Senator Edward Kennedy:

May 7, 1968

School Committee
Cambridge, Mass.

Gentlemen:

I appreciate very much your taking the time to write to me to express your views on the Report of the National Advisory Commission on Civil Disorders.

It is encouraging to learn of your support for the Riot Commission's recommendations. For, as you know, the Commission stresses that only a commitment to national action on an unprecedented scale can alleviate the causes of disorder and enable us to enjoy a future compatible with the historic ideals of American society. I am hopeful that with the interest of concerned citizens such as yourself this commitment will be forthcoming.

A new spirit must be generated throughout this country to mobilize its resources, technology, ingenuity and leadership to solve the underlying problems which have led to unrest and riot. These critical areas include health, education, civil rights, unemployment, housing, transportation and other problems of major concern. For a successful effort in these areas, government and private industry must join in cooperative endeavors.

The problems which the Riot Commission report discusses so candidly affect the lives of every one of us, and the starting point for constructive action is the recognition that their solution will enrich not just one segment of society but the nation as a whole.

I am pleased at your interest and support. You may be sure that I will strongly support appropriate legislation to translate recommendations into action. Again, thank you for writing.

Sincerely
/s/ EDWARD M. KENNEDY

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from Assistant City Manager John M. Corcoran to President Nathan Pusey of Harvard College and President Pusey's answer thereto:

May 20, 1968

President Nathan Pusey
Harvard University
Cambridge, Mass.

Dear President Pusey:

It has been suggested that the City of Cambridge might locate on vacant land to the rear of St. Paul's Rectory and along DeWolfe Street, portable school buildings.

Our engineers have not concluded their study on the particular area to ascertain whether sufficient space is available for this same installation.

It would be appreciated by this office if you would consider making vacant land owned by Harvard University along DeWolfe Street and to the rear of St. Paul's Rectory available to the City for the purpose of erecting portable school buildings should it be decided that sufficient space is available.

If you will consider the matter, we will appreciate being advised as to your decision.

Very truly yours,
/s/ John H. Corcoran
Assistant City Manager

May 8, 1968

John H. Corcoran
Assistant City Manager
Cambridge, Mass.

Dear Mr. Corcoran:

I am pleased to report that in response to the City Manager's request transmitted in your letter of April 26, 1968, the Harvard Corporation have voted to make available to the School Department one-half acre of land across the river in Allston on Memorial Drive and Western Avenue during construction of the new Houghton School.

I am sure that you realize that this offer in no way indicates any official Harvard position in relation to the various alternatives and solutions that the School Committee and the City Council now have before them. We are pleased to know that the City of Cambridge is now moving ahead on the three new elementary schools and our offer of the use of the land in Boston comes only from our desire to be of assistance in whatever way we can.

Sincerely,
/s/ Nathan M. Pusey

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of hearing Mr. William Crocker, City Electrician, relative to the main electrical switchboard at Rindge Technical School. At the conclusion of the hearing it was voted on the following roll-call to adopt a motion by Mr. Clinton, seconded by Mr. Solomons, that an emergency contract be awarded to Kelek Company, 59 David Avenue, Norwood, Mass., for replacement of the existing main switchboard at Rindge Technical School at a net cost of $8,937.00 in accordance with quotation contained in a communication from the Kelek Company dated May 18, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having again been suspended a motion by Mr. Clinton, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would no prevail) failed of adoption.

The chair ordered the regular order of business resumed.

A petition was received from Richard Nixon, Chief Supervisor of Attendance requesting the committee to review the salary schedule for attendance officers with a view of adjusting same. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to refer this matter to executive session.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to refer to executive session petitions received from John F. Looney, Jr., Joseph A. Keefe, Harry A. Parris and Thomas R. Romeo requesting that notwithstanding the rules of the School Committee, that they be granted permission to be rated and screened by the Staff Board of Examiners for the position of Director of Science in the Cambridge Public Schools.

There being no objection the chairman ordered referred to executive session a certified civil service list of persons eligible to fill one position of Matron.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that Frank L. Dunn, teacher at the Fletcher School, be granted Military Leave of Absence without loss of stipend from June 6, 1968 through June 21, 1968.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that the Cambridge School Committee accept with deep appreciation a gift from the Cambridge Chapter for Retarded Children of copies of a book entitled "Our Jimmie" by Ruth K. Doorley, one for each of the elementary school libraries in the City of Cambridge, in honor of Mary Lyons, a former member of the Cambridge Chapter for Retarded Children and, further, that the Cambridge School Committee express to the Cambridge Chapter for Retarded Children their high esteem for this generous civic gesture.

The chairman ordered laid on the calendar, as required by the rules, the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY MACMILLAN CO.
Economics in Action, by Calderood & Fersh.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to accept the resignation of Natalie A. Gratovich, teacher in the Music Department, elementary division, for one year, effective June 7, 1968 and of Mrs. Linda (Frost) Salzer, teacher-Grade 1 at the Morse School, effective June 7, 1968.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll-call to adopt a recommendation by the Business Manager, concurred in by the Superintendent, that in addition to sums previously appropriated, the following amounts be appropriated:

TO:	Schedule F-14 Audio Visual Dept.	$ 9,492.85
	Schedule G-8 Educational & Recreational	1,775.00
	Schedule G-10 Science Equipment	819.60
	Schedule G-11 Equipment for Rindge	462.05
		$12,549.50

—said sum of $12,549.50 to be provided by transfer from Revolving Account PL874: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call that teachers whose names are listed below be placed on tenure: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"?

High & Latin
Thomas C. Haley
Christine C. Nicolo
Janet B. Rife
D. Maureen Shea
Rindge Technical
Edward Correia
Charles Killilea
Katherine LaMontagne
Abraham Lincoln
Mary J. Tansey
Agassiz
Elizabeth A. MacDonald
M. E. Fitzgerald
Rosely L. Gray
Rhoda K. Posner
Fletcher
Arlene S. Brown
Lorraine M. Varrier
Rosalind A. Volpe
C. G. Harrington
Joanna F. Holleran
Leslie S. Oliver
Houghton
Ruth M. Kiely
Sydney Miller
Maureen Petronio
Joan A. Young
Longfellow
Camilla D. Maguire
Morse
David F. Goodwin
Richard L. Maloney
Peabody
Ellen K. Wolosinski
Putnam
Thomas F. McCarron
Roberts
Norma D. Donato
Russell
Joan M. Serino
Webster
Mary M. Coppola
Bureau of Pupil Services
Carol A. Armato
Richard T. Treligan

Question came on the Superintendent's recommendation on election of new teachers as presented at the meeting of May 7, 1968. The Superintendent announced that Elizabeth Tuck, Dorothy H. Frydcyk and Pamela Ann Street whose names were included in those recommended for appointment, have since declined and recommended that their names be dropped from the list. There being no objection the foregoing names were deleted. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation, as amended, that the following persons be elected teachers in the Cambridge School Department effective September 1, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

Paula W. Macias	Teacher-Kindergarten	$6200.
Carole A. Zeoncsyk	Teacher-Primary	7800.
Kathleen (Trina) Wilson	Teacher-Primary	7400.

Sandra L. Hildreth	Teacher-Primary	6200.
Marie C. Reardon	Teacher-Primary	6200.
Mary E. Sullivan	Teacher-Primary	6200.
Nancy J. Mellen	Teacher-Primary	6800.
Ellen S. Blitz	Teacher-Primary	6800.
Anne C. Martis	Teacher-Primary	6200.
Doreen Ermini	Teacher-Primary	6200.
Carroll A. Lee	Teacher-Primary	6200.
Paul A. DeAngelis	Teacher-Gr. 4-8	7100.
Ruth E. Shea	Teacher-Gr. 4-8	7400.
Arlene R. Stone	Teacher-Gr. 4-8	6800.
Ruth L. Mix	Teacher-Gr. 4-8	6200.
Roberta F. Montgomery	Teacher-Gr. 4-8	6200.
Stephen E. Preston, Jr.	Teacher-Gr. 4-8	7800.
Abigail Horvitz	Teacher-Gr. 4-8	6200.
Rosemarie P. Palange	Teacher-Gr. 4-8	6200.
Barbara B. Allen	Teacher-Gr. 4-8	7200.
Gail A. Hall	Teacher-Gr. 4-8	6200.
Mary G. Duffy	Teacher-Gr. 4-8	6200.
Patricia G. Healey	Teacher-Special Class	6700.
Phyllis Ewen	Teacher-Art	6800.
Carmen D. Borgia	Teacher-Instrumental Music	6200.
Stephen W. Schuler	Teacher-Biology & Gen. Science	6200.
H. Ward Gay	Teacher-Earth Science	6200.
Richard J. Kenney	Teacher-English	8000.
Kathleen M. White	Teacher-English	7800.
Judith M. Roach	Teacher-French	6200.
Sara S. Kirstein	Teacher-French	6200.
Jane E. Chiurri	Teacher-French	6200.
Doris M. Perella	Teacher-Italian	6200.

The Superintendent reported that the name of Joan E. Boudreau, 24 Cameron Avenue, Cambridge, Mass., candidate for teacher of grades 4-8 in the elementary schools at a salary of $6200.00 per year, effective September 1, 1968 had been omitted from the foregoing list by error at the time it was submitted on May 7, 1968, and recommended that it be included in the foregoing appointments. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was then voted to adopt the Superintendents' recommendation that Joan E. Boudreau, 24 Cameron Avenue, Cambridge, Mass. be appointed teacher for grades 4-8 in the elementary schools at a salary of $6200.00 per year, effective September 1, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Question came on the Superintendent's recommendation, presented at the meeting of May 7, 1968, of a proposed demonstration program of the Cambridge Public Schools and Cambridge Hospitals on Health Assistance Program. On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll-call, to adopt the Superintendent's recommendation on the proposed demonstration program of the Cambridge Public Schools and Cambridge Hospitals on Health Assistant Program, as set forth in detail below: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

HEALTH ASSISTANTS PROGRAM
A Proposed Demonstration Program of the Cambridge Public Schools and Cambridge Hospitals

The expanding field of health and medical care in the United States offers rewarding opportunities for those selecting careers in this field. Yet everywhere there is a shortage of personnel, particularly a shortage of people trained in the ancillary health professions and paramedical field. In Cambridge and Boston, specifically, the internationally known complex of hospitals and medical research institutions stimulate the demand for skilled employees and make the area one that offers unusual challenge and excellent career options in the health field.

Not too long ago, doctors and nurses were the only images to come to mind when people thought about professional careers in patient care. However, as the complexity increases of providing up-to-date medical care to patients, a host of differentiated paramedical roles is evolving out of the need for skilled specialized assistance for doctors and nurses. But the general public is in many cases, still unfamiliar with the variety of career choices now available in the field of health.

High school graduates not planning to attend a four-year college can now prepare themselves through on-the-job training or one-and two-year post-secondary programs (such as our Rindge Technical Institute) for careers as:

medical laboratory technicians
medical record technicians
inhalation therapists
blood bank technicians
operating room technicians
X-ray technicians
dental assistants
occupational therapy assistants
mental health technicians
licensed practical nurses
registered nurses (2-yr. diploma program)

Students who wish to commence employment immediately upon high school graduation must apply to hospitals for training as nurse's aides and assistants in various departments of the hospitals.

In order to give Cambridge students an opportunity to prepare in high school for careers in health as well as in business education, the Cambridge School Department proposes a program to train 12th grade students in Medical Technologies as nurse's aides and as assistants to medical laboratory technicians. The proposed program would also introduce students to the varied career choices open to them in the health field, if they decide to undertake additional specialized education.

Enthusiastic response to the proposal has been received from both Cambridge City Hospital and Mount Auburn Hospital, both of which are interested in cooperating with the School Department to provide clinical training for the students in conjunction with the classroom work in the program.

Such a program could qualify as a demonstration project approved by the State Bureau of Vocational Education. Demonstration programs are eligible for reimbursement from the State for all salaries expended and for a significant portion of any equipment and supplies required for the program.

The School Department proposes a pilot group of 20 students be permitted to enroll in such a program next year. The course would be taught by registered nurses (with baccalaureate degrees) hired by the School Department in the State required ratio of one nurse per 10 students. (This ratio is required to ensure adequate clinical supervision of the students.) Nurses would be required to have at least three years' experience in their field and would be employed at the 2nd step, or a salary of $6,800 for the school year. One nurse would serve full time to teach one class and supervise all the necessary arrangements with the hospitals. A second nurse would be needed only half time, to teach the second class of students.

Classroom space would be provided by Cambridge City Hospital and would be equipped for use as a nursing arts laboratory.

Students would be taught in groups of 10. One group would be scheduled for class and clinical work in the Health Assistants Program each morning, for three consecutive periods, five days a week. In the afternoons, those students would fulfill their academic requirements in the appropriate English and history classes.

The second group of 10 students would be scheduled for their academic classes in the morning and would spend the last three periods of the day in the Health Assistants classes, each day.

In the first semester, all students would be trained in the nursing arts and would divide their five meetings a week between classroom lectures and practice and actual clinical practice in the hospital under the supervision of their classroom teacher. In the second semester, students would have the option of choosing between continued training in the nursing arts or work in a specialized technical area in the hospital laboratory in hematology, bacteriology, chemistry, or blood banking.

The curriculum would be based on the recommended training guides of the American Hospital Association, as approved by the State Bureau of Vocational Education.

Students would receive five credits for each of the three periods spent in the program, plus five credits for the home preparation required for reading assignments, research, reports on field trips and clinical experiences, and test preparation: making a total of 20 credits for the work in the Health Assistants Program. Thus, any students not already deficient in credits would amass the necessary credits for graduation at the end of the senior year.

A Program Advisory Committee would be appointed to advise in the curriculum development, to plan the most advantageous use of community health resources in the program, to recommend to the School Department any changes deemed appropriate in the program, to assist the School Department in attracting qualified staff from the medical field, to review all applicants for staff positions for the purpose of ranking applicants, to assist in the selection of students for the program. The Program Advisory Committee would be composed of representatives from the participating hospitals, School Department personnel, and State Department representatives.

Programs similar to the one proposed here have been instituted in a number of Massachusetts communities and have proved very successful in two ways. Students with no career goals have discovered unsuspected aptitudes and interests in themselves, enabling them to focus on a career goal in health; and academically unmotivated students have been stimulated to plan for careers requiring post-secondary education. In Leominster this year, 17 of the 19 students enrolled now plan to become licensed practical nurses; and in Barnstable, for another example, half-a-dozen students will now become licensed practical nurses, and others plan to become X-ray technicians, medical record technicians, and operating room technicians.

It is expected the program proposed here would enable the Cambridge School Department to expect similar success.

Awaiting Report:

Mayor Sullivan reported that he had conferred with Father Collins of St. Paul's Church relative to the use of land owned by them as a site for relocatable classrooms and that Father Collins was going to see the officials of the Archdiocese for permission to use the land. Assistant Superintendents Conley and Hockman had secured plot plans for this land and land owned by Harvard College and just as soon as Father Collins was able to report he would let us know. Mr. Wylie moved, seconded by Mr. Solomons, that the land offered by Harvard College located in Allston at the Harvard Graduate School of Business Education, as set forth in a letter read into the minutes earlier in the meeting, be accepted as a site for relocatable classrooms, with the provision that if and when land on DeWolfe Street owned by Harvard College and St. Paul's Church becomes available that the School Committee accept the latter offer. Mr. Fitzgerald objected to action at this time and the chair ordered the motion placed on the 'calendar'.

NEW BUSINESS

On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted that the School Committee extend to the City Council its thanks and appreciation for the installation of new street lighting in the Cambridgeport Area and thus providing much needed safety and protection for the school children and their parents of this neighborhood.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Cambridge School Committee extend to Father Paul McManus of St. Mary's Parish, their sincere appreciation for his tireless civic efforts on behalf of the citizens of Cambridge, and to extend their congratulations and best wishes for success and happiness in his new assignment as Pastor of St. Angela's parish in Mattapan.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that James Anderson, Director of Music Education in the Cambridge Public Schools, his very able assistants, together with the members of the Cambridge High & Latin School Girls Choir and Combined Glee Clubs, the Cambridge High & Latin School Orchestra, the Cambridge Secondary Schools Symphonic Band, individual vocal and instrumental soloists, be congratulated and commended for the very excellent public concert performed on Friday, May 19, 1968.

Mr. Good moved, seconded by Mr. Clinton, that Cambridge Schools be closed on Friday, May 31 and all School Department personnel be excused from reporting for duty on that day. On motion by Mr. Good, seconded by Mr. Clinton, it was voted that this matter be referred to executive session.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the Superintendent be requested to recommend for appointment, at the first regular meeting in June, the first name on the Elementary Master list, to fill the vacancy which will occur on the retirement of Mr. Goepper, Master of the Morse School at the close of School in June, 1968.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted that the City Manager and the City Solicitor be invited to attend the next meeting of the School Committee, Tuesday, June 4, 1966 at 7:30 p.m. in the School Committee offices, 1700 Cambridge Street, Cambridge, Mass., for the purpose of discussing matters of land taking in connection with proposed construction of new school buildings, and in particular the progress of land taking at the proposed new Putnam-Thorndike School and the Martin Luther King (Houghton) School.

On motion by Mr. Fitzgerald, it was voted to convene in executive session.

Executive Session

Richard M. Nixon, Chief Supervisor of Attendance, appeared in behalf of a petition for an adjustment of the salaries of Supervisor of Attendance. At the conclusion of the discussion it was voted on motion by Mr. Good, seconded by Mr. Clinton, that the matter be referred to the negotiating committee.

Vice Chairman Fitzgerald in the chair.

Question came on the certified civil service list for filling one vacancy of School Matron. It was unanimously agreed that the list be placed on file and that the secretary be authorized to requisition a new list for consideration at the first meeting in September, 1968.

Mayor Sullivan in the chair.

Question came on petitions received from John F. Looney, Jr., Joseph A. Keefe, Henry A. Parris and Thomas R. Romeo, candidates for the position of Director of Science in the Cambridge Public Schools, requesting that notwithstanding the rules of the School Committee, that they be granted permission to be rated and screened by the Staff Board of Examiners for this position. On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll-call that the rules of the Cambridge School Committee notwithstanding, the Staff Board of Examiners be authorized to screen and rate the above mentioned candidates: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been suspended, a motion by Mr. Good, seconded by Mr. Fitzgerald, that the foregoing vote be reconsidered, (hoping same would not prevail) failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Staff Board of Examiners study the rules relating to Requirements for Major Positions, particularly with reference to those positions requiring screening by the Staff Board of Examiners, and determine the feasibility of adding appropriate equivalents to the present regulations and make whatever recommendations they deem necessary, after the opening of schools in September 1968.

Question came on a motion by Mr. Good, seconded by Mr. Clinton, that Cambridge schools be closed on Friday, May 31 and all School Department personnel be excused from reporting for duty on that day. On the following roll-call the motion failed of adoption: Mr. Good and Mayor Sullivan voting "Yea"; Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mr. Wylie voting "Nay".

The Superintendent recommended the election of the persons named below to the schools and with the ranks indicated, effective September 1, 1968 and the chairman ordered this recommendation placed on the calendar as required by the Rules:

SCHOOL	NAME OF TEACHER	RANK	SALARY
	Roberta L. Patton	Teacher (Gr. 4-8)	$7100.00
	Mrs. Julia A. Wallace	Teacher (Gr. 4-8)	$6800.00
	Mrs. Sylvia L. Kleban	Teacher (Gr. 4-8)	$8200.00
	Diane M. Brutti	Teacher (Gr. 4-8)	$6200.00
	Sandra M. Blank	Teacher (Gr. 4-8)	$6200.00
	Carol D. Kilroy	Teacher (Special Class)	$6700.00
	Kathleen M. Dalton	Teacher (Special Class)	$6700.00
	Ellen A. Willard	Teacher (Special Class)	$6700.00
	Susan E. Himmelfarb	Teacher (Art)	$6800.00
	Mary P. Dixon	Teacher (Remedial Reading)	$8600.00
	Henry A. Parker III	Teacher (Librarian)	$6800.00
Secondary	John P. Whyte, Jr.	Teacher (Chemistry-General Science)	$6200.00
	Susan C. Smith	Teacher (Math)	$6800.00
	Charlyn J. Buss	Teacher (French)	$6800.00
	Linda A. Montesano	Teacher (French)	$6200.00
	Dorothy R. Hirsch	Teacher (French)	$6200.00
	Mrs. Mary P. Davis	Teacher (Spanish)	$6200.00
	Henrietta Irgang	Teacher (Social Studies)	$6200.00
	Michael D. Jarvis	Teacher (Phys. Ed.)	$6200.00

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following teachers, having qualified as a result of having successfully completed the requirements under which their appointments were conditioned, be reelected for one year from September 1, 1968:

SCHOOL	NAME OF TEACHER	RANK	SALARY
Agassiz	Nancy J. Crocker	Teacher (Kdgn.)	$6500.00
Roberts	Mrs. Carol F. Rodman	Teacher (Kdgn.)	$6500.00
Harrington	Sally R. Viner	Teacher (Kdgn.)	$6500.00
Webster	Barbara J. Baca	Teacher (Gr. 1)	$6500.00
Houghton	Mrs. Ruth J. Barton Begley	Teacher (Gr. 1)	$6500.00
Harrington	Mrs. Joyce E. Black	Teacher (Gr. 3)	$6800.00

SCHOOL	NAME OF TEACHER	RANK	SALARY
Thorndike	Fraidell I. Bramson	Teacher (Gr. 2)	$6500.00
Fitzgerald	Marsha E. Brown	Teacher (Gr. 2)	$6500.00
Fitzgerald	Susan L. Clarke	Teacher (Gr. 2)	$6500.00
Fitzgerald	Eileen M. Connor	Teacher (Gr. 1)	$6500.00
Russell	Mrs. Marcia L. Klee DeRosa	Teacher (Gr. 3)	$6500.00
Roberts	Leslie C. Feeley	Teacher (Gr. 3)	$6500.00
Roberts	Rebekah L. Hoffman	Teacher (Gr. 1)	$6500.00
Peabody	Mrs. Cele N. Kagan	Teacher (Gr. 1)	$6500.00
Peabody	Mrs. Sarah B. Kenley	Teacher (Gr. 1)	$6500.00
Putnam	Helen A. King	Teacher (Gr. 1)	$6500.00
Morse	Mrs. Marilyn L. King	Teacher (Gr. 1)	$6500.00
Fitzgerald	Avis M. Levy	Teacher (Gr. 2)	$6500.00
Longfellow	Joyce B. Patterson	Teacher (Gr. 1)	$6500.00
Longfellow	Mrs. Janice K. Richard	Teacher (Gr. 3)	$6500.00
Russell	Marilyn A. White	Teacher (Gr. 3)	$6500.00
Lincoln	Mrs. Joanne M. Ginn	Teacher (Gr. 5)	$7100.00
Thorndike	James H. Keegan, Jr.	Teacher (Gr. 5)	$6500.00
Longfellow	Christine M. Lavey	Teacher (Gr. 4)	$6500.00
Russell	Anne Mapolski	Teacher (Gr. 7)	$6500.00
Longfellow	Catherine M. McGrath	Teacher (Gr. 4)	$6500.00
Russell	Paul J. Sullivan	Teacher (Gr. 7)	$6500.00
Russell	Joyce R. Everett	Teacher (Readiness Class)	$7300.00
Elementary	Jane F. Sullivan	Teacher (Art)	$6500.00
	Angele B. Belanger	Teacher (French)	$6200.00
CHLS	Mrs. Patricia A. Drake	Teacher (Librarian)	$7100.00
	Luise A. Cahill	Teacher (English)	$6500.00
	Caroline M. Cunningham	Teacher (Math)	$6500.00
	Mrs. Judith A. Davidson	Teacher (German)	$7100.00
	Pauline P. Demetri	Teacher (French)	$6500.00
	Mrs. Joanne J. Foster	Teacher (French)	$6500.00
	Mrs. Janice L. Radmer	Teacher (French)	$6500.00
	Mrs. Susan S. Stockard	Teacher (English)	$6500.00
	Mrs. Kathleen W. Stuebing	Teacher (Home Ec.)	$7100.00
	Mrs. JoAnn E. Walther	Teacher (English)	$6500.00
	Mary E. Mosher	Teacher (Phys. Ed.)	$6500.00
Rindge	Charles M. Horn	Teacher (Science)	$6500.00
	William J. Mangan	Teacher (English)	$7100.00
	Joseph X. Sullivan	Teacher (English)	$6500.00

A petition was received from Rose Maybush Flax, former teacher in the Cambridge School System, requesting that she be reinstated as a teacher in the Cambridge Public Schools.

Vice-Chairman Fitzgerald in the chair.

Mayor Sullivan moved, seconded by Mr. Good, that the rules be suspended for the purpose of taking action on the petition received from Rose Maybush Flax. The motion to suspend the rules failed of adoption.

Mayor Sullivan in the chair.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, June 4, 1968

Regular Meeting:

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to suspend the regular order of business for the purpose of hearing Mrs. Angelica W. Sawyer, of 14 Avon Place, Cambridge, Mass. Mrs. Sawyer then read the following communication:

> Gentlemen:
>
> I am the mother of a child with perceptual learning disabilities who attends one of the public elementary schools in Cambridge. Some experts feel that there are as many as five million of these children in the United States. They generally possess average and even superior intelligence, but are suffering from an inability to learn to read, write, and spell when taught by the usual classroom techniques.
>
> A state law passed last year requires that the School Committee of every town and regional school district arrange for the screening of its school population to find its children with specific learning disabilities. It further provides financial assistance to all school districts that seek to furnish proper instruction for these children. To the best of my knowledge the Cambridge School System has not, as yet, embarked upon such a program.
>
> As I am vitally interested in obtaining for my child, and others like her, the kind of remedial instruction that she needs within our school system, I would like to invite the members of the School Committee and the School Department to a meeting on Wednesday, June 12 at 8 p.m. in the Parish House of Christ Church, Garden Street, Cambridge. Dr. Naomi Zigmond, of the Mass. General Hospital and Boston University, will speak to parents and other interested persons on ways to help perceptually handicapped children. I urge you to join us.
>
> I would like to leave with each of the members of the School Committee a copy of the state law I mentioned above, Chapter 647, as well as a copy of the regulations and guidelines for school systems published by the Mass. Dept. of Education. I would also commend to your attention a booklet which describes the child with specific learning disabilities.
>
> Sincerely,
> Angelica W. Sawyer

At the conclusion of the hearing it was voted to adopt a motion by Mr. Wylie, seconded by Mr. Solomons, to express to Mrs. Sawyer the committee's appreciation for her appearing and to thank her for the invitation to attend the lecture.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to again suspend the regular order of business for the purpose of offering a motion at this time regarding the purchase of cheer leader uniforms for High & Latin School.

On motion by Mr. Good, seconded by Mr. Clinton, it was then voted on the following roll-call, that the School Committee purchase thirty-six (36) yards of material and thirty-six (36) yards of lining for new cheer leader uniforms for Cambridge High & Latin School, with the provisions that the cheerleaders make their own uniforms to be completed in time for use at the first High & Latin School football game in September; and further, that the sub-committee on Athletics be empowered to award a contract for this purpose to the lowest responsible bidder to have met specifications: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having again been suspended a motion by Mr. Good, seconded by Mr. Clinton, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The chair ordered the regular order of business resumed.

Having filed the proper notice required by the rules of the School Committee, Mr. Fitzgerald, moved, seconded by Mr. Clinton, to reconsider the vote adopted at the meeting of May 21, 1968 "That the Superintendent be requested to recommend for appointment, at the first regular meeting in June, the first name on the Elementary Master list, to fill the vacancy which will occur on the retirement of the Master of the Morse School at the close of School in June, 1968." On the following roll-call the motion to 'reconsider' was adopted: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons, Mr. Wylie voting "Yea"; Mr. Good and Mayor Sullivan voting "Nay".

On the recurring question it was voted to adopt a motion by Mr. Fitzgerald, seconded by Mr. Clinton that this matter be referred to the Superintendent of Schools for whatever recommendation he may care to make.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the minutes of the meeting of May 21, 1968 be approved as presented.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes communications received from the City Manager, City Solicitor, Pastor of St. Paul's Church and the President of Harvard College relative to the matter of portable classrooms:

June 3, 1968

To the Honorable
The Cambridge School Committee
Cambridge, Mass.

Gentlemen:

Enclosed herewith please find for your information several copies of communication from Philip M. Cronin, City Solicitor, dated May 28, 1968 which is self-explanatory.

I should like to further advise you that I have heard from our school architects. I am advised by them that the working drawings and specifications will not be received from Sert Jackson and Associates, Architects on the King School, until the middle of June, from Paul G. Feloney, Architect on the Putnam-Thorndike School, until the end of June, and from Sasaki Dawson and DeMay Associates, Architects for the Russell School, until the middle of August.

After these plans have been received, it will then be the responsibility of your Honorable Body to pass judgment on the same, after which I will then send them to Mr. Simeon Domas for the necessary approval of his office. It will also be necessary to obtain the approval of the State Emergency Finance Board. As necessary approvals are obtained, construction bids will be solicited.

From Mr. Cronin's communication you will see that the actual taking of the required land is proceeding and I can further advise you that the relocation efforts are likewise proceeding satisfactorily.

I understand that it is the desire of the Buildings and Grounds Sub-Committee of the School Committee to proceed with the demolition of the present Houghton and Thorndike Schools immediately upon the close of the school year.

I now think the time has arrived for me to advise you that if you desire these projects to proceed in an orderly fashion, it will be necessary to forego any further thought of having portable school buildings in our community. There is a serious doubt in my own mind that we can have such portable buildings erected here in Cambridge in time for the opening of school in the fall of 1968.

I am not unmindful of the conscientious effort that has been made by several of our citizens who seek these portable schools nor am I unmindful of the contributions extended to us by Harvard University and Cardinal Cushing, each of whom has volunteered to make space available to the City. It has been suggested that these same portable buildings can be obtained at a cost of $300,000.00 My best judgment tells me that this is not a realistic cost and that half a million dollars will be needed to make these same portable schools a reality.

In view of the foregoing, it is my considered opinion that your Honorable Body should provide an alternative program to provide for our school children who will be affected by this construction program without further delay.

I regret that I find it necessary to so conclude my remarks but in all fairness to our school children, our School Department administrators, and our taxpayers, I sincerely believe that this would be our best approach.

Very truly yours,
/s/ Ralph J. Dunphy
Acting City Manager

May 28, 1968

Mr. Ralph J. Dunphy
Acting City Manager
Cambridge, Mass.

Dear Mr. Dunphy:

You have asked for a progress report on land takings for the new Martin Luther King and Putnam-Thorndike Schools.

General Laws, Chapter 79A, Section 3 prohibits a taking by eminent domain unless the city within three months before acquisition notifies the State Bureau of Relocation of the names and addresses of all occupants who will be displaced by the taking. Notice was given on March 22, 1968 and therefore the earliest legal taking date will be June 22, 1968.

In addition, Chapter 79A Section 4 requires a relocation plan to be submitted to the Bureau of Relocation for approval. This was submitted on May 24, 1968 for approval. The plan shows the names of families displaced, their needs for relocation assistance, the availability of substitute housing and the program for relocation.

Prior to that time, the city contracted with the Cambridge Redevelopment Authority to act as the city's relocation advisory agency. The Redevolopment Authority has already made extensive site surveys in the taking areas and is in the process of providing relocation advice and assistance.

This department has received appraisals for all the properties involved in the takings, has already prepared the form letters for the taking and property management notices, has received surveys of the areas to be taken, and has prepared the orders of taking.

Accordingly in compliance with General Laws, Chapter 79A, Section 4, the order of taking cannot be filed before June 25, 1968 and if the relocation plan is approved, it will be filed on that date at the Middlesex Registry of Deeds.

The School Committee under General Laws, Chapter 43, Section 34 must formally approve the sites for the two schools. Once the plans are completed, the School Committee must also approve the plans.

Very truly yours,
/s/ Philip M. Cronin
City Solicitor

HARVARD UNIVERSITY

May 27, 1968

Mr. John H. Corcoran
Assistant City Manager
Cambridge, Mass.

Dear Mr. Corcoran:

I am pleased to indicate the willingness of the University to consider making available to the city on a temporary basis the parking lot on DeWolfe Street for the use of the School Department. I understand from your letter that the feasibility of locating portable classrooms on this site is still under consideration. The Harvard Corporation will want to make a final decision on this request but for your planning purposes we can certainly give our tentative approval.

Sincerely yours,
/s/ Nathan M. Pusey
President

ST. PAUL'S RECTORY

May 28, 1968

Mr. Ralph Dunphy
Acting City Manager
Cambridge, Mass.

Dear Mr. Dunphy:

I write to state that His Eminence, Cardinal Cushing, has authorized the use of St. Paul's parking lot on DeWolfe Street for the location of portable schools. If is his desire that the City of Cambridge make adequate provision for indemnification of the Archdiocese for any damages incurred in the erection, occupancy, and eventual demolition of the portable buildings. In addition he must have positive assurance that the use of this property will not result in its being restored to the Cambridge tax rolls. It is understood also that the City of Cambridge will assume all costs of installation including utilities and will guarantee restoration of the site. Since there has been no formal request on the part of the City of Cambridge at the present time, I am not aware of any other conditions in regard to this agreement.

May I suggest that you present a formal request through me with whatever conditions you deem necessary for the use of the property.

With kindest personal regards, I am,

Very sincerely,
/s/ Joseph I. Collins
Pastor

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of conducting a hearing with the City Manager and City Solicitor relative to the subject matters contained in the foregoing communications. The City Manager and City Solicitor appeared and discussed at length the matter of new construction and portable classrooms. At the conclusion of the hearing the chairman extended the appreciation of the school committee to the City Manager and City Solicitor for appearing.

The Chairman ordered the regular order of business.

A petition for a hearing was received from George C. Mokaba, teacher of the Gifted Child Class-8th Grade at the Harrington School. On motion by Mr. Duehay, seconded by Mr. Good it was voted that Mr. Mokaba be heard in executive session.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted that a communication received from the Recreation Department concerning kinds of play appartaus at play areas adjacent to schools, be referred back with a specific request for a complete report on the School Committee inquiry regarding utilization of play equipment, personnel, etc., on play grounds the year round.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that Pietro Belluschi, principal architect for the proposed new Russell School, be granted permission to present the Design Development drawings of the Russell School to the School Committee for approval at the regular meeting scheduled for June 26, 1968 at 7:30 p.m. in the School Committee offices.

There being no objection, the chairman ordered placed on file copies of communications from the City Manager and the architect for the proposed new Russell School relative to the public playing fields adjacent to the proposed new school.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to make part of the records the following communication from the office of Pietro Belluschi, Principal Architect for the proposed new Russell School, and that copies of the report referred to in the communication be sent to each member:

May 28, 1968

Office of the City Manager
Cambridge, Mass.

Gentlemen:

I am herewith enclosing a cost comparison study of fuels and systems for heating and air conditioning of the Russell-Haggerty School. This study was undertaken for us by Francis Associates, our mechanical engineers on the Russell-Haggerty School Project.

On the basis of the financial conclusions of this report in combination with architectural factors, we are now considering the use of an all-electric heating and air conditioning system for the Russell-Haggerty School.

I have enclosed a copy of this report for your information and will keep you informed on additional cost data as I receive it.

Sincerely yours,
/s/ Robert M. Oxman

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The chair ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY McGRAW HILL, INC.
Electrical Code Studies, by McPartland
Electronic Communication by Shrader

PUBLISHED BY DELMAR PUBLISHERS, INC.
Direct Current Fundamentals by Loper

PUBLISHED BY THE MACMILLAN CO.
Economics in Action by Calderwood and Fersh
Basic Technical Drawing, by Spencer & Dygdon

PUBLISHED BY GLOBE BOOK CO.
Modern American Essays, by Brodkin & Pearson

PUBLISHED BY NEW HORIZONS PUBLISHERS, INC.
Above and Beyond

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to accept the resignation of Mrs. Margaret E. (Tierney) Wheeler, teacher at the High & Latin School, effective May 28, 1968.

The Superintendent reported that the following persons who were appointed teachers at the meeting of May 7, 1968 to become effective September 1, 1968 have declined their appointments and recommended that the declinations be accepted:

Doreen Ermini, Primary Teacher
Abigail Horvitz, Teacher Grades 4-8
Richard J. Kenney, Teacher of English
Stephen E. Preston, Teacher Grades 4-8
Stephen W. Schular, Science Teacher, Secondary Schools.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation and the foregoing names be removed from the list of teachers appointed.

Vice-Chairman Fitzgerald in the chair.

The Superintendent recommended that Harry A. Parris, teacher at Rindge Technical School, be granted leave of absence without loss of salary on June 20, 21, and 24, 1968 for the purpose of accepting an invitation to visit Tokyo Education Research Institute in Japan for a period of three weeks. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of taking action on this matter. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to refer to the Superintendent with power to act a petition received from the Cambridge Martin Luther King Memorial Fund requesting that a Martin Luther King, Jr., day be observed in the Cambridge public schools and that children be permitted to make voluntary contributions.

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following school calendar for the school year 1968-1969 be approved:

First Term:	September 5, 1968 to December 20, 1968	74 days
Second Term:	January 2, 1969 to February 14, 1969	32 days
Third Term:	February 24, 1969 to April 18, 1969	39 days
Fourth Term:	April 28, 1969 to June 25, 1969	41 days
		186 days
	1969-1970	
First Term:	September 4, 1969 to December 23, 1969	

There being no objection the chairman ordered placed on the 'calendar' bids received for paper and general school supplies.

The Business Manager presented bids for printing the annual report, and recommended that a contract be awarded to the lowest responsible bidder to have met specifications, Graphic Arts Associates, Waltham, Mass., at a total cost of $1433.00. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-Chairman Fitzgerald voting "Yea"; Mayor Sullivan "Absent". The rules having been suspended, a motion by Mr. Good, seconded by Mr. Clinton, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

Mayor Sullivan in the chair.

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to approve the following report of the Sub-committee on Buildings & Grounds and adopt the recommendations contained therein: (Mr. Good is recorded as voting 'Nay' on the recommendation that the Thorndike and Houghton Schools be demolished at the close of school in June):

COMMITTEE ON BUILDINGS & GROUNDS
Monday, May 27, 1968

Present:

Present: Mr. Clinton, Chairman; Mr. Duehay; Mr. Fitzgerald; Father Butler of Blessed Sacrament Parish; Paul Cowles, Superintendent of Recreation; Leo Serkasian, Executive Director, Cambridge Community Services.

Your sub-committee has been informed that the Cambridge City Council has approved a total sum of $60,000, for a proposed Summer Youth Program and Mr. Serkasian presented a tentative budget for this project.

It was voted to recommend that the School Committee inform the City Council and City Manager that this department will co-operate in the proposed summer teen-drop-in center program and a program of outreach work with youth but that our prior and greatest interest is the development of a full community program to operate in all of the school buildings and request that the City Council give their full attention promptly in providing staff and financial support for a full community program.

Mr. Fitzgerald is recorded as opposed to the teen drop-in program as presented because he feels that unless these activities are conducted exclusively in public school buildings it is not a wise use of public funds and that supervision of these activities which is normally under the jurisdiction of the School Committee is placed under the control of other outside non-municipal agencies.

It was voted to recommend that, whereas the Thorndike and Houghton Schools will be ready for demolition at the close of school in June, that the City Manager be instructed to proceed to receive bids immediately to accomplish the razing of these buildings as expeditiously as possible.

Respectfully submitted,
/s/ Daniel J. Clinton
Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to

adopt the text books recommended by the Superintendent at the meeting of May 21, 1968.

Question came on a motion presented by Mr. Wylie, seconded by Mr. Solomons, at the meeting of May 21, 1968 "That the land offered by Harvard College located in Allston at the Harvard Graduate School of Business Administration be accepted as a site for relocatable classrooms, with the provision that if and when land on DeWolfe Street (owned by Harvard College and St. Paul's Church) becomes available that the School Committee accept the latter offer." Mr. Solomons offered a substitute motion, seconded by Mr. Wylie, "That the City Manager be informed that the School Committee approves the site on DeWolfe Street owned by the Boston Archdiocese and Harvard University for the location of portable classrooms to house the Houghton School children beginning with the opening day of school in September, 1968; and, further, that the City Manager determine from the Superintendent of Schools the requisite number of units; that the City Manager write the specifications for these units, ask the City Council for an appropriation to cover the cost of purchase or lease, cause these specifications to be placed out to bid and proceed forthwith with the erection of these units; that copies of this order shall be sent to the Cambridge City Council." It was voted to adopt the substitute motion. Mr. Fitzgerald and Mr. Good are recorded as voting "Nay".

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll-call, to adopt the Superintendent's recommendation, presented at the meeting of May 21, 1968 that the persons named below be appointed teachers at the salaries indicated to be effective September 1, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

SCHOOL	NAME OF TEACHER	RANK	SALARY
	Roberta L. Patton	Teacher (Gr. 4-8)	$7100.00
	Mrs. Julia A. Wallace	Teacher (Gr. 4-8)	$6800.00
	Mrs. Sylvia L. Kleban	Teacher (Gr. 4-8)	$8200.00
	Diane M. Brutti	Teacher (Gr. 4-8)	$6200.00
	Sandra M. Blank	Teacher (Gr. 4-8)	$6200.00
	Carol D. Kilroy	Teacher (Special Class)	$6700.00
	Kathleen M. Dalton	Teacher (Special Class)	$6700.00
	Ellen A. Willard	Teacher (Special Class)	$6700.00
	Susan E. Himmefarb	Teacher (Art)	$6800.00
	Mary P. Dixon	Teacher (Remedial Reading)	$8600.00
	Henry A. Parker III	Teacher (Librarian)	$6800.00
Secondary	John P. Whyte, Jr.	Teacher (Chemistry-General Science)	$6200.00
	Susan C. Smith	Teacher (Math)	$6800.00
	Charlyn J. Buss	Teacher (French)	$6800.00
	Linda A. Montesano	Teacher (French)	$6200.00
	Dorothy R. Hirsch	Teacher (French)	$6200.00
	Mrs. Mary P. Davis	Teacher (Spanish)	$6200.00
	Henrietta Irgang	Teacher (Social Studies)	$6200.00

SCHOOL	NAME OF TEACHER	RANK	SALARY
	Michael D. Jarvis	Teacher (Phys. Ed.)	$6200.00
Bureau Pupil Serv.	George McMahon	Adjustment Counselor	11,400.00
	Jean Irene McMahon	Guidance Counselor	$7800.00

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that the persons named below, having fullfilled the requirements under which their appointment was conditioned, be re-elected for a period of one year from September 1, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

SCHOOL	NAME OF TEACHER	RANK	SALARY
Agassiz	Nancy J. Crocker	Teacher (Kdgn.)	$6500.00
Roberts	Mrs. Carol F. Rodman	Teacher (Kdgn.)	$6500.00
Harrington	Sally R. Viner	Teacher (Kdgn.)	$6500.00
Webster	Barbara J. Baca	Teacher (Gr. 1)	$6500.00
Houghton	Mrs. Ruth J. Barton Begley	Teacher (Gr. 1)	$6500.00
Harrington	Mrs. Joyce E. Black	Teacher (Gr. 3)	$6800.00
Thorndike	Fraidell I. Bramson	Teacher (Gr. 2)	$6500.00
Fitzgerald	Marsha E. Brown	Teacher (Gr. 2)	$6500.00
Fitzgerald	Susan L. Clarke	Teacher (Gr. 2)	$6500.00
Fitzgerald	Eileen M. Connor	Teacher (Gr. 1)	$6500.00
Russell	Mrs. Marcia L. Klee DeRosa	Teacher (Gr. 3)	$6500.00
Roberts	Leslie C. Feeley	Teacher (Gr. 3)	$6500.00
Roberts	Rebekah L. Hoffman	Teacher (Gr. 1)	$6500.00
Peabody	Mrs. Cele N. Kagan	Teacher (Gr. 1)	$6500.00
Peabody	Mrs. Sarah B. Kenley	Teacher (Gr. 1)	$6500.00
Putnam	Helen A. King	Teacher (Gr. 1)	$6500.00
Morse	Mrs. Marilyn L. King	Teacher (Gr. 1)	$6500.00
Fitzgerald	Avis M. Levy	Teacher (Gr. 2)	$6500.00
Longfellow	Joyce B. Patterson	Teacher (Gr. 1)	$6500.00
Longfellow	Mrs. Janice K. Richard	Teacher (Gr. 3)	$6500.00
Russell	Marilyn A. White	Teacher (Gr. 3)	$6500.00
Lincoln	Mrs. Joanne M. Ginn	Teacher (Gr. 5)	$7100.00
Thorndike	James H. Keegan, Jr.	Teacher (Gr. 5)	$6500.00
Longfellow	Christine M. Lavey	Teacher (Gr. 4)	$6500.00
Russell	Anne Mapolski	Teacher (Gr. 7)	$6500.00
Longfellow	Catherine M. McGrath	Teacher (Gr. 4)	$6500.00
Russell	Paul J. Sullivan	Teacher (Gr. 7)	$6500.00
Russell	Joyce R. Everett	Teacher (Readiness Class)	$7300.00
Elementary	Jane F. Sullivan	Teacher (Art)	$6500.00
	Angele B. Belanger	Teacher (French)	$6200.00
CHLS	Mrs. Patricia A. Drake	Teacher (Librarian)	$7100.00
	Luise A. Cahill	Teacher (English)	$6500.00
	Caroline M. Cunningham	Teacher (Math)	$6500.00
	Mrs. Judith A. Davidson	Teacher (German)	$7100.00
	Pauline P. Demetri	Teacher (French)	$6500.00
	Mrs. Joanne J. Foster	Teacher (French)	$6500.00
	Mrs. Janice L. Radmer	Teacher (French)	$6500.00
	Mrs. Susan S. Stockard	Teacher (English)	$6500.00

SCHOOL	NAME OF TEACHER	RANK	SALARY
	Mrs. Kathleen W. Stuebing	Teacher (Home Ec.)	$7100.00
	Mrs. JoAnn E. Walther	Teacher (English)	$6500.00
	Mary E. Mosher	Teacher (Phys. Ed.)	$6500.00
Rindge	Charles M. Horn	Teacher (Science)	$6500.00
	William J. Mangan	Teacher (English)	$7100.00
	Joseph X. Sullivan	Teacher (English)	$6500.00

Awaiting Report:

Conforming to an order that the Superintendent be requested to report as to any participation the Cambridge School Department presently has in the Museum of Fine Arts Program; and, further, that the Superintendent confer with the Museum of Fine Arts and make whatever recommendations are necessary for participation in their program" the Superintendent presented the following report and on motion by Mr. Wylie, seconded by Mr. Good, it was voted to accept the report:

> "In order to obtain the facts on this motion, Miss Fryda of the Museum of Fine Arts was contacted to describe the grants that the museum has received. The Commonwealth has provided a sum of money which will allow any pupil who visits the Museum with his class on an appointment basis to have the customary twenty-five cent admission fee waived. Under the same funding, any pupil under sixteen years of age may enter at any time without an admission charge, but students over sixteen, under any but class group situations, be charged an admission fee of twenty-five cents. The only other funding is a pilot program under Title III of the Elementary and Secondary Education Act which is limited to the Brookline Public Schools. Appointments for school groups are to be made with Miss Dinsmore at 267-9300. A copy of this report will be sent to all schools when it has been approved by the Cambridge School Committee."

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in executive session.

Executive Session

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of changing the date of the next regular meeting. On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted that the date of the next regular meeting be changed from Tuesday, June 18 to Wednesday, June 26, 1968.

Mr. George Mokaba, 8th Grade Gifted Child Teacher at the Harrington School, appeared with a petition that the School Committee consider allowing him three days personal leave. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that this matter be referred to the Superintendent for action in accordance with the contract between the Cambridge Teachers' Association and the School Committee.

The chairman ordered placed on the 'calendar' in accordance with the rules, the Superintendent's recommendation that the following persons be elected teachers in the Cambridge School Department at the salaries indicated in each case, effective Sept. 1, 1968:

SCHOOL	NAME	RANK	SALARY
Thorndike	Mrs. Deborah R. Weidner	Teacher (Science)	$6200.00
Webster	Stephen J. Theall	Teacher Gr. 7	$6200.00
Longfellow	Kathleen P. Tracy	Teacher Gr. 3	$6200.00
Agassiz	Mrs. Barbara E. Manfredi	Teacher Gr. 6	$6200.00
Elementary	Barbara Gladstone	Teacher (Phys. Ed.)	$6200.00
High & Latin	Theresa L. Tompkins	Teacher (French)	$6200.00
	Elaine M. Hansis	Teacher (Math.)	$6200.00

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to refer to the Superintendent for investigation and report, a petition received from Paula E. Taft, teacher in the Bureau of Pupil Services, asking for an extension of leave of absence without loss of salary because of illness.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt a recommendation from the Superintendent, that the Superintendent be authorized to plan and establish preparatory classes for civil service examinations.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call to adopt a recommendation by Bernard J. Flannery, Supervisor of Cafeterias, that Doris J. Gregory, Eleanor M. McMahon, Mary Witham and Ida B. Morris, presently permanent intermittent Cafeteria Helpers, be employed as permanent full-time Cafeteria Workers, said persons having been certified for full time employment by Civil Service: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been suspended a motion by Mr. Fitzgerald, seconded by Mr. Solomons to reconsider the foregoing vote, (hoping same would not prevail) failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to place on file a communication from Edward J. Gurry, 356 Pearl Street, Cambridge, relative to renaming one of the proposed new school buildings.

A petition was received from Catherine D. Dignan, Principal Clerk and Stenographer in the Cambridge Welfare Department requesting that she be transferred from her present position and rating to a Senior Clerk and Stenographer in the School Department. On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll-call that Miss Dignan's petition be granted and that she be transferred to the School Department as a Senior Clerk-Stenographer, subject to approval by Civil Service: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been suspended, a motion by Mr. Good, seconded by Mr. Clinton, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adjourn;

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING: Wednesday, June 26, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan in the chair.

Mayor Sullivan in the chair.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was unanimously voted to suspend the regular order of busines for the purpose of proceeding to the election of a Superintendent of Schools.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted that the chair now receive nominations of candidates for the position of Superintendent of Schools.

Mr. Fitzgerald, seconded by Mr. Clinton and Mr. Good, placed in nomination the name of Edward A. Conley, presently Assistant Superintendent of Schools, for the position of Superintendent of Schools. Mr. Duehay, seconded by Mr. Solomons and Mr. Wylie, placed in nomination the name of Gordon L. McAndrew, Director of the Learning Institute of North Carolina. On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted that the chair declare nominations closed.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the secretary be instructed to call the roll and that each member, when his name is called, shall cast his vote for the candidate of his choice. The following roll-call resulted:

Mr. Clinton voted for	Edward A. Conley
Mr. Duehay voted for	Dr. Gordon L. McAndrew
Mr. Fitzgerald voted for	Edward A. Conley
Mr. Good voted for	Edward A. Conley
Mr. Solomons voted for	Gordon L. McAndrew
Mr. Wylie voted for	Gordon L. McAndrew
Mayor Sullivan voted for	Edward A. Conley

Mr. Solomons requested that his vote be changed to Edward A. Conley.
Mr. Duehay requested that his vote be changed to Edward A. Conley.
Mr. Wylie asked that his vote be changed to Edward A. Conley.

The chairman then announced that Edward A. Conley has been elected Superintendent of the Cambridge School Department by unanimous vote. The rules were again suspended for the purpose of moving reconsideration. A motion by Mr. Good, seconded by Mr. Fitzgerald, to reconsider the foregoing vote, hoping same would not prevail failed of adoption.

Superintendent of Schools Edward A. Conley asked and received unanimous consent to make a statement.

> "I am most grateful for the confidence the School Committee has placed in me and I shall do my very best to warrant this confidence."

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll-call that the salary for the position of Superintendent of Schools be established at $26,000.00 per year, effective July 1, 1968. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea." The rules having been suspended, a motion by Mr. Wylie, seconded by Mr. Clinton, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

It was unanimously voted to adopt the following resolution on the retirement of John M. Tobin as Superintendent of the Cambridge Public Schools:

WHEREAS, On June 30, 1968 John M. Tobin will retire as Superintendent of the Cambridge Public Schools, and

WHEREAS, The Cambridge School Committee will not allow his withdrawal to pass without mention of our gratitude for the wise and effective service he has rendered to the Cambridge School Department for forty-seven years as a teacher, elementary master, Assistant Superintendent of Schools, and

WHEREAS, Those of us who have the longest association with Mr. Tobin and those who have joined us later, know that the Cambridge School System, as it is today, is the outcome of his invigorating and effective leadership, and

WHEREAS, With vision and courage in thought, speech and act, he contributed greatly and effectively to the training of youth in usefulness to themselves and their fellows;
Therefore, be it,

RESOLVED: That the Cambridge School Committee, for itself and on behalf of the entire Cambridge School Department, delights in doing honor to John M. Tobin and to wish him all the satisfaction of a life of great usefulness because of its independent devotion to realizable ideals;
And, be it further,

RESOLVED: That in view of the meritorious services rendered, that John M. Tobin be designated on the records of the Cambridge School Committee as Superintendent of School Emeritus.

On motion by Mr. Duehay, seconded by Mr. Wylie, it was again voted to suspend the rules for the purpose of hearing the architects for the proposed new Houghton School (Martin Luther King School) and the Russell School (John M. Tobin School).

Dean Sert and Mr. Paul Kruger from the firm of Sert, Jackson & Associates, architects for the Martin Luther King School, presented final working drawings and discussed these plans in detail. On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted on the following roll-call that the final working plans for the Martin Luther King School (formerly Houghton School) as presented by the architects, Sert, Jackson and Associates, be and the same hereby are approved: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

Dean Belluschi and Mr. Oxman, architects for the proposed new John M. Tobin School presented design development plans for the new school. On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted on the following roll-call that the design development plans for the proposed new John M. Tobin School (formerly Russell-Haggerty School) be and the same hereby are approved: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

The chairman ordered the regular order of business.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to approve the minutes of the meeting of June 4, 1968 as presented.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to refer to the Sub-committee on Buildings & Grounds a proposed City Ordinance relating to community schools as submitted by the City Council sub-committee on Community Schools.

On motion by Mr. Duchay, seconded by Mr. Clinton, it was voted to make part of the minutes the following communications from the office of Pietro Belluschi, Principal Architect for the proposed new John M. Tobin School (formerly Russell-Haggerty School):

5 June 1966

Office of the City Manager
City of Cambridge
Cambridge City Hall
795 Massachuetts Avenue
Cambridge, Massachusetts

RE: Russell-Haggerty School
Cost Estimate

Dear Sir:

On the basis of a review of our Design Development drawings by a professional estimator we have ascertained that the construction cost of the Russell-Haggerty School will be in the range of $34 - $35/square foot of building construction assuming construction beginning in the Fall of 1968 .Our Schematic Phase Construction cost supplied to your office in a memorandum dated 25 September 1967, was as follows:

$34/square foot x 110,980 square feet —
$3,773,320 — Estimate of Construction Cost

As each area was carefully studied at larger scale during the Design Development phase, the gross square footage of the building has increased slightly so that the total gross square footage is now approximately 118,350 square feet.

The total building construction cost including pile foundation on the basis of the new figures is as follows:

$34/square foot x 118,350 square feet —
$4,023,900.00 — Estimate of Building Construction

To this figure must be added costs for site development and playgrounds which are as follows:

Demolition	$ 13,162.00
Playground Equipment	50,000.00
Site Development	244,819.00
Total	**$307,981.00**

On the basis of the program information which we now have available, this figure represents what we would consider a complete development of the site in terms of paving, piping, lighting, etc.

We have included a cost for interior furnishings and equipment. In a telephone conversation last week with Mr. John Callahan, it was suggested by him that the School Department of the City of Cambridge would provide an estimate of costs for these items.

The final figures are tabulated on a separate summary sheet along with our estimate of monthly cash flow during building construction and site work assuming an 18 month construction period.

The estimate figures are based upon our statement of probable costs and are not a detailed estimate of construction costs as might be prepared by a professional cost estimator. If the cost figures which we are providing are to be used either as a basis for allocation of funds or for the establishment of a project cost budget for the Russell Haggerty School, we recommend that the accuracy of these figures be verified by such a detailed estimate of construction costs. We will be pleased to arrange for such analysis with the cost estimator we normally use. The estimator would take not more than 3 weeks, and would cost between $800 and $1,000. We will provide this service under Article 1, 3, 8 of our Agreement with the City as an additional service. Kindly advise if you authorize us to incur this expense on your behalf. Please note that we feel a detailed cost estimate obtained at this time could potentially result in future economies to the City by providing a broad basis for cost control and value engineering dealings and forthcoming Construction Documents Phase of our work.

We trust that this information is what you require at this time and look forward to hearing from you regarding authorization of a detailed cost estimate.

Sincerely yours,
Robert M. Orman

RMO/m
Enclosure:
cc: Superintendent of Schools, City of Cambridge

Mr. Edward O'Connell, Secretary of the School Committee

RUSSELL-HAGGERTY SCHOOL
DESIGN DEVELOPMENT PHASE
COST ESTIMATES:

I. Building Construction
$34/square foot x 113,360 square feet =
$4,023,000 = Estimate of Building Construction including pile foundations.

II. Site Development

a. Demolition	$13,162.00
b. Playground Equipment	50,000.00
c. Site Development	244,819.00
TOTAL	$307,981.00

III. Total (exclusive of Furnishings and Equipment)

Building Construction and Foundations	$4,023,000.00

Site Development	307,981.00
TOTAL	$4,331,981.00

IV. Cost/Student
$4,331,881.00 ÷ 902 students =
$4,803.00 = Construction Cost/Pupil

V. Projected Cost Flow Pecentage/Month
(exclusive of Furnishings and Equipment)

Assume Bids due September, 1968

Month	Percentage	Construction Cost
September, 1968	00	0
October, 1968	20	86,500
November, 1968	20	86,500
December, 1968	30	130,000
January, 1969	30	130,000
February, 1969	50	216,000
March, 1969	80	346,000
April, 1969	80	346,000
May, 1969	90	398,000
June, 1969	110	476,000
July, 1969	150	649,000
August, 1969	150	649,000
September, 1969	50	346,000
October, 1969	30	130,000
November, 1969	1 1/20 (Less than)	33,300
December, 1969	10 (Less than)	33,300
January, 1970	1/20	21,400
February, 1970	1/20 (Less than)	18,681
March, 1970	00	
April, 1970	00	
May, 1970	50 (Retainage)	216,000
		$4,331,881

/m

June 5, 1968

Mr. John M. Tobin
Superintendent of Schools
City of Cambridge
795 Massachusetts Avenue
Cambridge, Massachusetts

Dear Mr. Tobin:

On the basis of a discussion with Mr. Paul Cowles of the Recreation Department of the City of Cambridge on May 20, 1968, the playing areas for the new Russell School, as indicated on our latest site plan, appear to be of appropriate size for the functional needs of the School. Unless we hear from you to the contrary, we shall assume that the areas as indicated are of adequate size.

Subsequent to the Design Development phase of our work on the project, we will undertake more detailed study of the playing areas of the school and their potential equipment.

Sincerely yours,
Robert M. Orman

RMO/aph
cc: School Committee

Office of the City Manager

Mr. Paul Cowles, Department of Recreation

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to refer to the Superintendent for appropriate action a communication received from Pamela Chamberlain of 84 Prescott Street, Cambridge inquiring as to plans, if any, to redistrict the various school districts.

There being no objection the chairman ordered made part of the minutes the following communication from Father Paul J. McManus, formerly of St. Mary's Parish:

Edward J. O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass.

Dear Mr. O'Connell: ....

Would you kindly convey to the members of the Cambridge School Committee my sincere gratitude for their kind resolution of May 21, 1968 in my behalf.

I am grateful to all the members of the School Committee for the many Acts of kindness they have shown to me during my years in Cambridge. Wishing you, Mr. O'Connell, and all the members of the School Committee every joy and blessing, I remain,

Gratefully yours,
/s/ Paul J. McManus

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to refer to the Sub-Committee on Athletics a communication listing additional equipment the Department of Recreation would recommend be installed at the play areas adjacent to schools.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that Committeeman James F. Fitzgerald be designated as the official voting delegate at the Annual Business Meeting of the Mass. Association of School Committees on October 18, 1968 and that Committeeman Gustave M. Solomons be designated alternate delegate.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent regretfully reported the death on June 26, 1968, of Katherine F. Connell, dean of girls at Cambridge High & Latin School and a member of the faculty of the High & Latin School for Thirty-eight years. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to express to Miss Connell's family the School Committee's sincere sorrow upon learning of her death and their appreciation for her devoted service to the youth of Cambridge over the years.

The Superintendent reported that the following persons who had been appointed teachers in the Cambridge public schools effective September 1, 1968 have declined their appointments and recommended that their declinations be accepted:

Henrietta Irgang	Social Studies	High & Latin School
Linda Montesano	Teacher — French	High & Latin School
Arleen R. Pheasant	Remedial Reading	Elementary Schools

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation and that the foregoing resignations be accepted.

The Superintendent recommended that the following resignations of teachers be accepted and on motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to approve the Superintendent's recommendation effective June 30, 1968:

High & Latin School	Anita R. Barton
High & Latin School	Alice J. O. Brown
High & Latin School	Peter P. Budryk
High & Latin School	William J. Doran
High & Latin School	Laura N. Jacobs
High & Latin School	Susan E. Lautenbacher
High & Latin School	Manuela D. Maistrellis
High & Latin School	Marlene C. Pati
Fitzgerald School	Rhoda (Kfare) Posner
Houghton School	Catherine M. Kelliher Cotter
Houghton School	Marjorie L. Beecher
Morse School	Louise T. (Mayo) Carlin
Morse School	Marilyn L. G. King
Peabody School	Elaine M. Schultz
Roberts School	Judith S. (Bresnahan) Mawn
Webster School	Louise S. Adelman
Elem. Home. Econ.	Ellen L. (Kaleta) Wolosinski
Music Department	Maria S. Anagnostopoulos
High & Latin School	Kathleen W. Stuebing

The Superintendent reported the retirement of the following teachers and on motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to extend to the retiring teachers the School Committee's sincere appreciation for their long years of efficient and devoted service to the Cambridge School Dpartment:

Marie F. O'Connor	Science Teacher (30 yrs.)	High & Latin
George F. Olesen	Mathematics Teacher (42 yrs.)	High & Latin
William P. Fahey	Soc. Studies Teacher (31 yrs.)	Rindge Tech.
Anna H. (McInnes) Buger	Master's Assistant (38 yrs.)	Haggerty
Mary L. Conlin	Elementary Teacher (39 yrs.)	Haggerty
Alice Skahan	Elementary Teacher (37 yrs.)	Harrington
Catherine A. Howard	Spec. Class Teacher (34 yrs.)	Thorndike
Mrs. Florence Casey McBride	Girls' Vocational (34 yrs.)	Girls' Vocational
Francis J. Culhane	Phys. Ed. Teacher (37 yrs.)	Rindge Tech.

The chairman ordered laid on the 'calendar' as required by the rules the Superintendent's recommendation that the following textbooks be approved for use in the Cambridge public schools:

PUBLISHED BY FIELD EDUCATIONAL PUBLICATIONS, INC.

Time Machine Series
The Jim Forest Readers
Wildlife, Adventure Series
Deep-Sea Adventure Series
The Morgan Bay Mysteries
Reading-Motivated Series
Checkered Flag Series
The American All Series
Civics in Action
Japan: Home of the Sun
Language is You

REPORTS OF COMMITTEES

On motion by Mr. Clinton, seconded by Mr. Good, it was voted on the following roll-call to accept the report of the Committee on Buildings & Grounds, set forth below, and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

COMMITTEE ON BUILDINGS & GROUNDS

Monday, June 24, 1968

Present: Mr. Clinton, Chairman
Mr. Duehay
Mr. Fitzgerald

Your sub-committee discussed the matter of the trophy room at Rindge Technical School and it is recommended that the matter of refurbishing this room be referred to Assistant Superintendent David Hockman for the purpose of conferring with the Rindge Alumni Committee and present his recommendations to this sub-committee for consideration.

It was voted to recommend that Assistant Superintendent Edward Conley be instructed to confer with the City Solicitor relative to acquiring the use, on a lease basis, of the Sacred Heart School building, for the purpose of preparing a lease between the School Committee and the Sacred Heart Parish.

It was voted to recommend that Assistant Superintendent Edward Conley be authorized to secure the services of a qualified cafeteria consultant for the purpose of writing specifications for the proposed satalite lunch program at the Roberts School and Longfellow School.

It was voted to recommend that contracts for general repairs to school buildings be awarded to the following bidders, said bidders being the lowest responsible bidders to have met specifications in each case:

Fletcher School	Installation of Floors	J. Praino Co. Inc.	$ 6,971.00
High & Latin	Installation of Floors	J. Praino Co. Inc.	5,221.00
High & Latin	Exterior Painting	S. Rosenthal & Son	10,510.00

Webster School	Exterior Painting	Modern Decorators	4,270.00
High & Latin Aud.	New Lighting System	Panos Electric, Inc.	3,890.00
Ringde Tech.	New Panel Board	Panos Electric, Inc.	5,250.00
Longfellow School	New Fire Alarm System	Wallace Electric Co.	7,900.00
Rindge Tech.	Alterations—Heating System	Walter J. Roche	32,717.00
Rindge Tech.	Cleaning Windows	Middlesex Cleaning	997.00

Respectfully submitted,
DANIEL J. CLINTON, Chairman

Mr. Good, chairman of the Sub-committee on Athletics presented a report. On motion by Mr. Good, seconded by Mr. Solomons, it was voted to correct the second paragraph by striking out the words "by attendance at the annual athletic banquet" and substitute the words "be rewarded with a sweatshirt on Award Day": It was then voted on motion by Mr. Solomons, seconded by Mr. Wylie that the following report of the Sub-committee on Athletics as amended by accepted by roll-call vote and the recommendations contained therein be adopted: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

COMMITTEE ON ATHLETICS
Monday, June 24, 1968

Present: Mr. Good, Chairman; Mr. Solomons; Mr. Wylie

It was voted to recommend acceptance of the resignation of Paul E. Lyons as head coach of basketball at Cambridge High & Latin School and to express to Mr. Lyons the School Committee's sincere appreciation for his outstanding performance while serving in this capacity.

It was voted to recommend that the grammar school junior varsity baseball champions be rewarded with a sweatshirt on Award Day.

It was voted to recommend that a new stand and new fiber glass low diving board be installed in the War Memorial pool, as a joint endeavor between the Recreation Department and the School Department, cost of same to be shared by both departments.

It was voted to recommend that the Director of Athletics study and report to your sub-committee as to the cost of installing a new score board in the Rindge Technical School gymnasium.

It was voted to recommend that the Headmaster of Rindge Technical School be requested to examine and report to the Committee on Athletics as to the present condition of the portable bleachers in the Rindge gymnasium.

It was voted to recommend that WCAS Radio Station be authorized to broadcast the football games of High & Latin School and Rindge Technical School starting in September 1968 with the provision that the School Committee reserves the right to immediately cancel this authorization if any objectionable advertising or comments are included in this broadcast.

It was voted to recommend that the present practice of an annual athletic awards dinner be abandoned and the Director of Athletics arrange programs for athletic awards in the individual schools and that the sum normally expended for this event be used to further intramural sports.

It was voted to favor the recommendation of the Director of Athletics that the following athletic personnel be reappointed for the school year 1968-1969, all persons recommended having served for at least the last school year; and, further, that the Diretcor of Athletics be instructed to advertise and invite applications for all existing vacancies as soon after the opening of schools in September as practical:

Respectfully submitted,
John A. P. Good, Chairman

ELEMENTARY SCHOOLS

Thomas J. Sheehan	Faculty Manager	$1300 per yr.
Simon Kelleher, M.D.	Physician	$1100 per yr.

COACHES	FOOTBALL	OFFICIALS	
Robert Richards	$375	Roland LaChance	$85
John Caulfield	$375	Francis Foley	$85
David Goodwin	$375	Vacancy (1)	$85

BASKETBALL

Coach-Supervisor
$300 per season
James Coady
Joseph Colannino
Charles Killilea
Roland LaChance
Joseph Pagliaro
David Goodwin
John Noble
George Greenidge
Francis McCarthy
Paul Sullivan
Timothy Mahoney
Neil O'Connor
Vacancy (1)

Officials
$200 for season
James Sullivan
Vacancy (2)

BASEBALL

Coach-Supervisor
$300 per season
Thomas Mullaney
Joseph Colannino
David Goodwin
Edward Duffett
Roland LaChance
John Sennott
Thomas McCarron
Charles Killilea
John Murphy
James Coady
Joseph Sullivan
Timothy Mahoney
Paul Sullivan

Officials
$175 per season
Richard Calnan
John Hallice
Joseph Bourdeau
Edward Fratto
William Downing

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the following School Calendar as recommended by the Superintendent at the meeting of June 4, 1968:

First Term:	September 4, 1969 to December 23, 1969	
First Term:	September 5, 1968 to December 20, 1968	74 days
Second Term:	January 2, 1969 to February 14, 1969	32 days
Third Term:	February 24, 1969 to April 18, 1969	39 days
Fourth Term:	April 28, 1969 to June 25, 1969	41 days
		186 days

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Business Manager's recommendation that contracts for paper and general school supplies be awarded to the lowest responsible bidders who have met specifications as set forth below: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

Mainco School Supply Co.	$5,470.18
Henry J. Wolkins Co.	5,765.20
Davanna Paper & Film	1,332.00
Milton Bradley Co.	3,277.62
Saxon Paper Corp. of N.E.	9,134.00
J. L. Hammett Co.	5,789.15
Munroe Stationers & Printers	2,563.50
Colonial Paper Co.	583.60
John Carter & Co. Inc.	60.00
Allen Stationery Co.	1,030.50
Stone & Forsythe Co.	111.75
Alles Corp.	163.00
	$35,379.50

The rules having been suspended, a motion by Mr. Solomons, seconded by Mr. Clinton, to reconsider the foregoing vote awarding contracts for paper and general school supplies, (hoping same would not prevail) failed of adoption.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll-call to renew the contract for Student Accident Insurance with Miller & Watt under the same terms and conditions as prevail last year: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie voting "Yea"; Mayor Sullivan "Absent". The rules having been suspended a motion by Mr. Good, seconded by Mr. Duehay, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the Business Manager's recommendation that a contract be awarded Elbery Motor Corp., for furnishing one half-ton panel body truck at a net cost of $1,807.00: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-Chairman Fitzgerald voting "Yea"; Mayor Sullivan "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Business Agents recommendation that a contract be awarded to the lowest responsible bidder IBM Corp., for furnish-

HIGH SCHOOLS

Rindge	**Football**	**High and Latin**
Edward Fratto—Hd. Coach	$1500	John Noble, Hd. Coach
John Powers—Asst. Coach	800	Richard Fusco—Asst.
George Greenidge—Asst.	800	James Coady—Asst.
Thomas Scalese, Asst.	800	Jos. Colannino—Asst.
	Basketball	
Edward Culhane, Hd. Coach	$1000	Hd. Coach (Vacancy)
Richard Calnan, Asst.	600	Ed. Fratto, Asst.
Robert Richards, Asst.	600	John Balfe, Asst.
	Baseball	
Lawrence Gibson, Hd. Coach	$1000	John Caulfield, Hd. Coach
Eugene Zubrinski, Asst.	600	Richard Kelley, Asst.
Daniel Gearty, Asst.	600	Bernard Duffy, Asst.
	Hockey	
Richard Kelley, Hd. Coach	$1000	James Fitzgerald, Hd. Coach
John C. Powers, Asst.	600	John Murphy, Asst.
	Track and Cross Country	
Richard Harrington, Hd. Coach	$1500	Joseph McDavitt, Hd. Coach
	Golf	
Robert Richards	$8 per day	James Landrigan
	Tennis	
Vacancy (1)	$8 per day	Vacancy (1)
	Physicians	
Robert Driscoll, M.D.	$1100	Charles Brusch, M.D.
	Faculty Managers	
John Terry	$1300	John Reardon

Director of Athletics	
Joseph A. Kozlowsky	$1600 per year
Girls' Athletics	
Marguerite George	$1200 per year
Marie Hyde	$1200 per year

Swimming $9.50 per day
John J. Murphy
Thomas Kenney
Mary Mosher
Vacancy (1)

Locker Room Attendants	**$6 per day**
John Toomey	War Memorial
Vacancy (1)	Harrington School
Joseph Bourdeau	Fitzgerald School
John Arone	Morse School
Edward Duffett	War Memorial
Margaret McDonough	War Memorial
Thomas Calabrese	Rindge

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to approve the text books recommended by the Superintendent at the meeting of June 4, 1968.

ing twenty-one electric typewriters to the Business Education Dept. of the High & Latin School, at a total cost of $7,140.00: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-Chairman Fitzgerald voting "Yea"; Mayor Sullivan "Absent".

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll-call, to adopt the Business Manager's recommendation that contracts for furnishing library furniture be awarded to the bidders named below at the prices indicated, they being the lowest responsible bidders having met specifications: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-Chairman Fitzgerald voting "Yea"; Mayor Sullivan "Absent".

Shelving Units	Remington Rand	$ 260.00
Sections Counter Height Wood Book Shelving	O. P. Killman & Son	1,536.00
Library Tables - 90"	Henry S. Wolkins Co.	200.00
Library Tables - 60"	Henry S. Wolkins Co.	300.00
Library Tables - Rd.	Henry S. Wolkins Co.	320.00
Library Side Chairs	Jules A. Gourdeau, Inc.	1,050.00
Study Carrels	Henry S. Wolkins Co.	524.00
		$4,990.60

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Business Manager's recommendation that contracts for furnishing classroom furniture be awarded to the bidders named below at the prices indicated, they being the lowest responsible bidders having met specifications. Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie, Mayor Sullivan and Vice-Chairman Fitzgerald voting "Yea".

Mayor Sullivan in the chair.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted on the following roll-call to adopt the Business Manager's recommendation that contracts for furnishing equipment for Rindge Technical School be awarded to the bidders named below at the prices indicated, they being the lowest responsible bidders: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

Head Lathe	Packard Machinery Co.	$6,591.00
Band Saw	Kaufman Co. Inc.	920.00
Hacksaw	Kaufman Co. Inc.	504.00
Uni Saw	Kaufman Co. Inc.	469.75
Drill Press	Kaufman Co. Inc.	614.03

The rules having been suspended, a motion by Mr. Good, seconded by Mr. Solomons, to reconsider all of the foregoing votes awarding contracts be reconsidered (hoping same would not prevail) failed of adoption.

Awaiting Report:

On motion by Mr. Solomons, seconded by Mr. Wylie, was voted to adopt the Superintendent's recommendation that the following committee be appointed to study means of improving race understanding in our community.

John J. Balfe, Chairman
Mrs. Henrietta B. Jackson
Mrs. Elizabeth Boyce
Mr. Edward J. Brady
Mr. Vincent F. O'Connell
Miss Helen E. Danc
Mr. Charles W. Adams
Miss Regina B. Key
Mrs. Rowena Taylor

It was unanimously agreed to refer to executive session a report from the Superintendent relative to the petition of Paula E. Taft, teacher in the Bureau of Pupil Services, for leave of absence.

NEW BUSINESS

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted to authorize the issuance of car checks, under the supervision of the Headmaster or teacher-sponsor chosen by the Headmaster, for students involved directly in school-social work who require transportation to maximize their Contribution to the children or adults.

Mr. Clinton moved that the reporting time for teachers on September 4, 1968 be changed to 10:00 a.m. instead of 8:15 a.m. Mr. Solomons placed objection against the motion and the chairman ordered the matter placed on the 'calendar'.

It was unanimously voted to adopt the following three resolutions on the retirement of John M. Tobin, as Superintendent of Schools; Kenneth W. Goepper, Master of the Morse School and William Cunningham as Master of the Russell School.

IN SCHOOL COMMITTEE

June 26, 1968

WHEREAS, On June 30, 1968 John M. Tobin will retire as Superintendent of the Cambridge Public Schools, and

WHEREAS, The Cambridge School Committee will not allow his withdrawal to pass without mention of our gratitude for the wise and effective service he has rendered to the Cambridge School Department for forty-seven years as a teacher, elementary master, Assistant Superintendent of Schools and Superintendent of Schools, and

WHEREAS. Those of us who have the longest association with Mr. Tobin and those who have joined us later, know that the Cambridge School System, as it is today, is the outcome of his invigorating and effective leadership, and

WHEREAS, With vision and courage in thought, speech and act, he contributed greatly and effectively to the training of youth in usefulness to themselves and their fellows;
Therefore, be it

RESOLVED: That the Cambridge School Committee, for itself and on behalf of the entire Cambridge School Department, delights in doing honor to John M. Tobin and to wish him all the satisfaction of a life of great usefulness because of its independent devotion to realizable ideals;
And, be it further

RESOLVED: That in view of the meritorius services rendered, that John M. Tobin be designated on the records of the Cambridge School Committee as Superintendent of Schools Emeritus.

A true copy;
Attest:
Secretary of the School Committee

IN SCHOOL COMMITTEE

June 26, 1968

WHEREAS, The Cambridge School Committee announces with the utmost reluctance and regret the retirement, effective June 30, 1968, of Kenneth W. Goepper, Master of the Morse Elementary School; and

WHEREAS, For forty-seven years Mr. Goepper has been a devoted and effective teacher and administrator in the Cambridge School System. Unassuming, and a gentleman in the highest meaning of that word, he has always been a staunch and understanding friend to his colleagues and a wise and dependable counselor to his staff; and

WHEREAS, His rare skill and understanding, and the unselfishness which enhanced these attributes, made a fundamental and lasting contribution to the present high standards of the Cambridge School Department;
Therefore, be it

RESOLVED: That the Cambridge School Committee attests to the inspiration and support which Kenneth W. Goepper brought to the exalted profession of instructor of youth and his faithful devotion to these high ideals;
And, be it further

RESOLVED: That because of outstanding service performed in the interest of the City of Cambridge School Department that Kenneth W. Goepper be designated on the records of the Cambridge School Committee as Master Emeritus.

A true copy;
Attest:
Secretary of the School Committee

— IN SCHOOL COMMITTEE —

June 26, 1968

WHEREAS, The Cambridge School Committee announces with the utmost reluctance and regret the retirement, effective June 30, 1968, of William J. Cunningham, Master of the Russell Elementary School; and

WHEREAS, For thirty-eight years Mr. Cunningham has been a devoted and effective teacher and administrator in the Cambridge School System. Unassuming, and a gentleman in the highest meaning of that word, he has always been a staunch and understanding friend to his colleagues and a wise and dependable counselor to his staff; and

WHEREAS, His rare skill and understanding, and the unselfishness which enhanced these attributes, made a fundamental and lasting contribution to the present high standards of the Cambridge School Department;
Therefore, be it

RESOLVED: That the Cambridge School Committee attests to the inspiration and support which William J. Cunningham brought to the exalted profession of instructor of youth and his faithful devotion to these high ideals;
And, be it further

RESOLVED: That because of outstanding service performed in the interest of the City of Cambridge School Department that William J. Cunningham be designated on the records of the Cambridge School Committee as Master Emeritus.

On a motion offered jointly by Mr. Fitzgerald and Mr. Deuhay it was voted that the proposed new school to be erected on Calnan Field to replace the present Russell School be named the John M. Tobin Elementary School to honor our retiring Superintendent of Schools for forty-seven years of outstanding service in the education of the youth of Cambridge.

On a motion offered jointly by Mr. Fitzgerald and Mr. Duehay it was voted that the proposed new school to be erected in East Cambridge to replace the Putnam and Thorndike Schools, be named the Robert F. Kennedy Elementary School in honor of the late Senator Robert F. Kennedy, a native of Massachusetts whose family has served our State, and particularly this section of our city when President John F. Kennedy served as Congressman from this district. Although the Kennedy family has served our city well it has no public school named after a member of the family.

On motion by Mr. Good, seconded by Mr. Deuhay, it was voted that the Superintendent and Chief Custodian be authorized to excuse civil service employees from reporting for duty on Friday, July 5, 1968 wherever feasible.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the Superintendent be requested to submit to the School Committee, annually, at the Committee's second meeting in October 1968, a report indicating scholastic achievement by Cambridge public school pupils, either in all grade levels or in selected grade levels, as the Superintendent believes will be most indicative of performance and progress in the Cambridge schools. Said report should provide separate data on each school, and should contain such brief explanatory information, in laymen's language, including, if available, information on comparable school systems or state or national norms, as the Superinetndent believes will be helpful to the School Committee. The Report should also contain the Superintendent's evaluation of the information presented, should point out for the School Committee the strengths and weaknesses which the report reveals, and should recommend steps for continuous progress and improvement.

It was unanimously agreed to refer back to 'calander' under "Unfinished Business" for the purpose of taking action on the Superintendent's recommendation on election of teachers as proposed at the meeting of June 4, 1968.

On motion by Mr. Deuhay, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation as presented at the meeting of June 4, 1968 that the following persons be elected teachers in the Cambridge School Department effective September 1, 1968 at the salary and assignmnt as indicated: (roll-call vote): Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

School	Name	Rank	Salary
Thorndike	Mrs. Deborah R. Weidner	Teacher (Science)	$6200.00
Webster	Stephen J. Theall	Teacher, Gr. 7	6200.00
Longfellow	Kathleen P. Tracy	Teacher, Gr. 3	6200.00
Agassiz	Mrs. Barbara E. Manfredi	Teacher, Gr. 6	6200.00
Elementary	Barbara Gladstone	Teacher (Phys. Ed.)	6200.00
High & Latin	Theresa L. Tompkins	Teacher (French)	6200.00
	Elaine M. Hansis	Teacher (Math.)	6200.00

On motion by Mr. Deuhay, seconded by Mr. Solomons, it was voted to convene in executive session.

Executive Session

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that Peter F. Colleary, teacher at the Peabody Grammar School be granted leave of absence without stipend from September 1, 1968 to June 30, 1969.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to adopt (on the following roll-call) the Superintendent's recommendation that the members of the Board of Examiners appointed to conduct an examination for sub-master shall receive a stipend of $400.00 each: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present."

On motion by Mr. Deuhay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that members of the Board of Examiners appointed to conduct the examination for elementary principal shall receive a stipend of $400.00 each: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present."

The Superintendent recommended that Paula E. Taff, Psychologist in the Bureau of Pupil Services, be granted leave of absence without loss of salary for June 6, 7, 10 and 11th, minus $11.00 for each of these days which Miss Taff received from Washington National Insurance. On motion by Mr. Good, seconded by the chairman, it was voted to suspend the rules for the purpose of taking action on this matter at this meeting. On motion by Mr. Good, seconded by Mayor Sullivan, it was voted on the following roll call to adopt the Superintendents recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald voting "Nay." The rules having again been suspended a motion by Mr. Good, seconded by Mayor Sullivan, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the following personnel be approved as eligible for appointment to teaching positions in the Head Start Program and in the Cambridge Summer School being conducted at Cambridge High & Latin School and the After School Centers Program:

That the following listing of personnel be approved as eligible for appointment to teaching positions in the Head Start Program:

Mr. James D. Cooper
c/o Glass
261 Callender St.
Cambridge, Mass.

Mrs. Mary M. Coppola
63 Concord Avenue
Somerville, Mass. 02143

Miss Mary L. Culkin
99 Hancock St.
Cambridge, Mass.

Mrs. Annette K. Curley
26 Park Street
Wakefield, Mass.

Miss Judith A. David
4 Belvedere Place
Cambridge, Mass.

Miss Elizabeth F. Martin
22 Roseland Street
Cambridge, Mass.

Miss Diane M. Mederios
135 Willow Street
Cambridge, Mass.

Mrs. Barbara L. Meeker
21 Manning Road
Waltham, Mass.

Miss Anne-Marie Switten
19 Magnolia Avenue
Cambridge, Mass.

That the following names be approved for teaching positions in the Cambridge Summer School at the Cambridge High and Latin School beginning July 1, 1968 and ending August 13, 1968:

ENGLISH

John P. Burke
Thomas P. Burns
Carolyn J. DeMita
Mary J. Diehl
Leon C. Fitzgerald
James M. Landrigan
Moses Konjoian
Francis J. McCarthy
William J. Ryan

MATHEMATICS

Robert E. Burns
Margaret M. Cassidy
Caroline M. Cunningham
James F. DeVellis
John F. Toomey

SOCIAL STUDIES

Edward J. Brady
Anthony L. Bruno
Charles P. Killelea
Nancy B. O'Connell

SCIENCE

Charles M. Horn
John J. Terry

FRENCH

James P. Culhane
Nancy Follensbee
Nancy Gelowtsky
Manuella D. Maistrellis
Janice C. Radmer

SPANISH

Barbara Ann DeSantis
Charles M. Horn
Regina B. Key
Daniel L. Scali

TYPING

Janet B. Rife

DRAMATICS

Robert J. Guest

ART

Rita W. Ritterbush
Phyllis P. Corbin

DRIVER EDUCATION

Daniel P. Foley
David T. Hunter

That the following names be placed on a supplementary list until proof of certification has been received: John E. Gurry, Mathematics; James J. Donahue and Francis J. Flynn, Social Studies; Mary F. Corbett, Art.

That the following names be approved to assist Mr. William J. Joyce, Principal of the Summer School, in the Summer School main office at CHLS: Henry J. Morris, assistant; Alice R. Broderick, secretary.

That the attached listing of personnel be approved as eligible for appointment to the After School Centers Program in the following areas of instruction:

INTERN TEACHER SUPERVISOR

John Reilly

MATHEMATIC CURRICULUM SPECIALISTS

Fitzgerald, James M.
Quirk, Elen P.
Wayne, Theodore S.

READING CURRICULUM SPECIALISTS

O'Brien, Elenore M.
Sennott, John P.
Stout, Pamela R.

ATTENDANCE TEACHERS

Petit, Joan
Rodman, Carol F.
Cremens, Charles H.
Toomey, John F.

READING TEACHERS

Begley, Ruth J.
McCauley, Frances E.
McCauley, Elizabeth H.
Maguire, Camille M.
Barnes, Susan E.
Schickel, Marion

READING TEACHERS (Foreign Born Students)

DeSantis, Barbara A.

WOODWORKING TEACHERS

Brine, Donald H.
DeMello, Manuel Jr.

LIBRARIANS

Bateman, Anna G.
Melcher, Nancy S.
Morsehead, Sheila J.
Winter, Liberty
Dynan, William J.
Brooks, Anna M.
Leahy, Mary E.

INTERN TEACHERS

Barger, Charles W.
Sullivan, Marion A.
Martin, Theodore J.
McPhail, Sharon M.
Murphy, Patrick J.
Reardon, Marie C.
Flynn, Francis J.
Surette, Stephen G.
Curry, Elizabeth R.
Hunter, Pamela E.
Regione, Celeste M.
Colannino, Robert J.
Sheehan, Jan M.
Mederios, Diane M.
Healey, Joseph L. Jr.
Long, Patricia A.
Whelan, Kathleen A.
Shea, Mary E.
Wood, Gwendolyn F.

Evans, Paula M.
Brennan, Susan M.
Mahoney, Timothy F.
Manfredi, Barbara E.
Foster, Joanne J.

MATHEMATICS TEACHERS

Connolly, Dennis F.
DeVellis, James F.
Stacey, Grace R.
Bruno, Anthony L.
Ayoub, Jeannette
Feeley, Leslie C.
Reagan, John F.
Maloney, Richard D.
Conceison, Manuel

SCIENCE TEACHERS

Young, William F.
Gay, H. Ward
White, William S. Jr.
Hartnett, Elinor A.

ART TEACHERS

Burns, Nancy E.
Kroen, Kathleen M.
Mantel, Edith F.
Porio, Patricia A.
Kelley, Lucille M.

MUSIC TEACHERS

Keefe, Marie J.
Martin, Paula F.
Brooks, Mary K.
Stevenson, Evelyn

DRAMATIC TEACHERS

Smyth, Thomas R.
Scapicchio, Diana

HOME ECONOMICS TEACHERS

Hunt, Marie E.
Corcoran, Sheila M.
Laferty, Helen K.
Spinos, Constance

Brown, Eunice P.
Valarese, Theresa
Cyr, Marie G.

TEACHER AIDES

Brodman, Lois
Davis, Martha A.
Meehan, Deborah F.
Winn, Cheryl E.
Halliday, Christine
Murphy, Barbara
Barry, Ann M.
Molloy, Louise M.
Monagle, Joan T.
Fabianski, Ann
McKenney, Kathleen L.
Haywood, Leon C.
Marquedaunt, Jayne D.
Gurry, Virginia N.
Monico, Ann
Brown, Susan E.
Fama, Donna T.
Cooke, A. Michael
Cooke, A Michael
Donlon, Kathleen A.
Denkewicz, Lynne M.
Donohoe, Linda A.
Frisoli, Elizabeth J.
Tracy, Elizabeth M.
Reardon, Thomas
Quinn, Margaret A.

GUIDANCE COUNSELOR

Cannon, Barbara R.
Morgan, Arthur M.

CLERK TYPISTS

Wood, Gwendolyn F.
Brown, Eunice P.
Valarese, Theresa
Cyr, Marie G.

The Superintendent recommended that the following persons be elected as teachers in the Cambridge School Department effective September 1, 1968 at the salary and assignment as indicated:

Barbara Finlayson—High & Latin School	Teacher	$6200
Joseph F. Simeone—High & Latin School	Teacher	6200
Teresa A. Ragosto—Bureau Pupil Services	Adj. Couns.	9000
Carmen A. Albano—Bureau Pupil Services	Adj. Couns.	9000
Elinor M. Wallace—Bureau Pupil Services	Adj. Couns.	9000
Melissa A. Hadlock—Elem. Home Ec.	Teacher	6200

Marianne Legowski—Bureau Pupil Services	Spec. Ed.	6700
Aminda L. Nicoloro—Harrington School	Elem. French	6500
Jane E. Carney—Fitzgerald School	Elem. French	6500

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the foregoing recommendation by the Superintendent. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation on the appointment of teachers as set forth above: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present".

The Superintendent recommended that Joseph A. Keefe, being the first name on the examined list be appointed Director of Science in the Cambridge School Department at a salary of $13,520.00 per year, effective September 1, 1968. On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation that Joseph A. Keefe, being the first name on the examined list, be appointed Director of Science in the Cambridge School Department at a salary of $13,520.00 per year, effective September 1, 1968, Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons and Mr. Wylie voting "Yea"; Mayor Sullivan "Present"; Mr. Fitzgerald "Absent".

A motion by Mayor Sullivan, seconded by Mr. Clinton, to suspend the rules for the purpose of acting on a petition received from Rose (Maybush) Flax, former teacher in the Cambridge School Department asking to be reinstated as a teacher, failed of adoption on the following roll-call: Mr. Clinton, Mr. Good and Mayor Sullivan voting "Yea"; Mr. Duehay, and Mr. Wylie voting "Nay"; Mr. Solomons "Present"; Mr. Fitzgerald "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE (OFFICIAL REPORT)

SPECIAL MEETING: Wednesday, August 7, 1968

Members present: Mr. Deuhay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

Having filed the proper notice required by the rules, Mr. Fitzgerald moved, seconded by Mr. Good, to reconsider the vote taken at the meeting of June 26, 1968 adopting the following motion.

> "That the Superintendent is requested to submit to the School Committee, annually, at the Committee's second meeting in October, beginning in October, 1968, a report indicating scholastic achievement by Cambridge public school pupils, either in all grade levels or in selected grade levels, as the Superintendent believes will be most indicative of performance and progress in the Cambridge schools. Said report should provide separate data on each school, and should contain such brief explanatory information, in laymen's language including, if available, information on comparable school systems or state or national norms, as the Superintendent believes will be helpful to the School Committee. The report should also contain the Superintendent's evaluation of the information presented, should point out for the School Committee the strengths and weaknesses which the report reveals, and should recommend steps for continuous progress and improvement."

The vote 'to reconsider' prevailed and on the recurring question it was voted on motion by Mr. Fitzgerald, seconded by Mr. Good to refer the matter to the Superintendent for report.

There being no objection the chairman ordered placed on file a letter from Mrs. John J. Dynan expressing her appreciation for the kind expressions of sympathy by the members of the School Committee at the time of the death of her husband, John J. Dynan, Business Manager for the School Department.

There being no objection the chairman ordered placed on file a communication from Kenneth W. Goeper expressing his appreciation to the School Committee for their resolution appointing him Master Emeritus.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation that in addition to sums previously appropriated, the sum of $693.00 be appropriated to Schedule B-22 Medical, said sum to be provided by transfer from Schedule G-4 Motor Vehicles: Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald voting "Nay"; Mr. Clinton "Absent".

There being no objection the chairman ordered placed on file a communication from a member of the Russell School PTA relative to the naming of the proposed new school to be erected at the Calnan Field Playground.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent regretfully reported the death, on July 14, 1968 of John J. Dynan, Business Manager for the Cambridge School Department. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to express to Mrs. Dynan the committee's sincere sorrow upon learning of Mr. Dynan's death.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept the resignations of the following teachers:

RESIGNATIONS

School	Name of Teacher	Rank	To Take Eff.
1. Cambridge High and Latin (Mathematics)	James F. DeVellis	Teacher (Math)	Sept. 1, 1968
2. Cambridge High and Latin (English)	Nancy M. McMahon	Teacher (Eng.)	Sept. 1, 1968
3. Cambridge High and Latin (English)	Mrs. Susan D. Stockard	Teacher (Eng.)	Sept. 1, 1968
4. A. Lincoln (Gr. 4)	Miss Joan Petit	Teacher Gr. 4	Sept. 1, 1968
5. Agassiz (Gr. 1)	Mrs. Rosemary Bay	Teacher Gr. 1	Sept. 1, 1968
6. Fletcher (Gr. 5)	Mrs. Barbara A. Coen	Teacher Gr. 5	Sept. 1, 1968
7. Longfellow (Jr. Opp.)	Miss Margaret Wagner	Teacher (Jr. Opp. Class)	Sept. 1, 1968
8. Elementary French	Miss Angele Belanger	Elem. French.	Sept. 1, 1968

The Superintendent notified the committee that Barbara L. Allen, who was appointed a teacher on May 7, 1968 to be effective September 1, 1968, has declined the appointment. On motion by Mr. Good, seconded by Mr. Wylie, it was voted to accept the declination.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the teachers listed below be transferred to the school indicated in each case:

TRANSFERS

Name of Teacher	Transferred From	Transferred To	Rank	To Take Effect
Francis J. Moynihan	Roberts Gr. 8	Russell Gr. 7	Teacher	Sept. 1, 1968
Miss Margaret M. Lovett	Peabody Kindg.	Morse Kindg.	Teacher	Sept. 1, 1968
Mrs. Denise Hendrigan	Elem. French	Roberts Kindg.	Teacher	Sept. 1, 1968
Mrs. M. (Rafferty) McCarthy	Thorndike Gr. 5	M.E. Fitz. Gr. 5	Teacher	Sept. 1, 1968
Miss Anna G. McCarthy	Elem. French	Harrington Gr. 5	Teacher	Sept. 1, 1968
Miss Mary M. Curran	Morse Gr. 3	Peabody Gr. 3	Teacher	Sept. 1, 1968
Mrs. M. (Tramontozzi) Mroz	Harrington Gr. 1	Russell Gr. 3	Teacher	Sept. 1, 1968
Edward A. O'Keefe	School Adj. Counsellor	School Psychologist	Psychologist	Sept. 1, 1968
Miss Marietta Mahoney	Elem. French	M.E. Fitz Gr. 5	Elem. French	Sept. 1, 1968
Charles M. Horn	Rindge Science	High & Latin (Biology)	Teacher	Sept. 1, 1968

The Superintendent presented and recommended the adoption of the following reorganization plan in the administrative offices of the School Department, said recommendation embodying changes in the existing rules of the School Committee. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the Superintendent's recommendation be placed on the 'calendar' as required by the rules:

August 5, 1968

RECOMMENDATION:

The School Committee is aware that Mr. Tobin's retirement as Superintendent and Mr. John Dynan's sudden and tragic death have presented serious administrative problems for this office. The Superintendent cannot over-emphasize his concern about the situation. Since change is essential and urgent the Superintendent makes the following recommendations:

1. The position of deputy superintendent be established. Suggested specifications are attached.

2. The position of Business Agent under Civil Service be eliminated and an Assistant Superintendent be assigned to this responsibility with the duties approved by the School Committee on 6 June 1963. The specifications were approved by the School Committee on 2 May 1967.

3. Until the School Committee has had the opportunity to consider the above a temporary acting Business Agent be appointed by the School Committee. The Superintendent recommends Miss Helen A. Clauss be so assigned.

4. The Business Office be reorganized with the creation of two principal clerks positions. One of the principal clerks be assigned administrative responsibility for disbursement including all local, state, and federal payrolls; the second principal clerk is to be responsible for general purchasing of the School Department.

The Superintendent is convinced that such a reorganization is essential and the need, immediate. He respectfully asks that the School Committee consider these recommendations as soon as possible in September.

Edward A. Conley
Superintendent of Schools

ATTACHMENT #1 — (Supt's. Report to School Committee re: Administrative Procedure.)

The following proposed amendment to the Rules of the School Committee is hereby respectfully submitted.

There shall be in the Cambridge School System the position of Deputy Superintendent of Schools with the following duties and responsibilities:

1. To assume all administrative responsibilities in the absence of the Superintendent.

2. To supervise and co-ordinate the building program of the Cambridge School Department.

3. To supervise and co-ordinate the activities of the Assistant Superintendents.

4. To develop plans and facilities for the community school projects.

5. To co-ordinate all staff committees.

6. To perform other related duties as required by the Superintendent.

Qualifications—Same as the Assistant Superintendent.
Salary—$23,000.00 per year.
Length of Employment—A twelve-month contract.

ATTACHMENT #2 — (Supt's Report to School Committee re: Administrative Procedure.)

The rules of the Cambridge School Committee be and the same hereby amended by establishing a position of a third Assistant Superintendent of Schools, the duties and responsibilities for said position being as follows:

1. Research into all sources of funding from outside sources both private and non-private.

2. Preparation of applications, submission thereof and budgetary supervision of those funded under (1).

3. Co-ordination with all community groups in the planning and the implementation of projects for which sources outside the School Department will provide funding.

4. Provide co-ordination by all administrative personnel in the preparation of the annual budget.

5. Prepare plans and specifications for all authorized purchases, structural improvement and preventive maintenance.
6. Establish and maintain an efficient inventory control and supply system.

7. Establish and maintain an efficient system for the processing of requisitions and purchase orders, and for the prompt payment of bills.

8. Sign all approved requisitions and purchase orders.

9. Establish and supervise the proper preparation of all payrolls.

10. Properly prepare and finalize all contracts.

11. Supervise the proper maintenance of all financial records.

12. Establish procedures for safeguarding all checks or cash which are the responsibility of the department.

13. Co-ordinate with the other Assistant Superintendents in all matters of mutual concern.

14. Supervise the Business Agent, the Supervisor of Custodians and the Supervisor of Cafeterias in the performance of their duties.

15. Perform other related duties as required by the Superintendent.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to refer to executive session the Superintendent's recommendation on the appointment of Director of Follow-Through.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to approve the following report on the reorganization of the Girls' Vocational School, and to daopt the recommendations contained therein:

The Superintendent recommended and the School Committee adopted on November 21, 1967 a reorganization from the then Boy's Vocational School to Achievement Classes at Rindge Technical School. The primary purpose was to provide intensive instruction in the basic areas of language, arts and mathematics for boys whose elementary school scholastic achievement had fallen behind that which was to be expected in comparison with their chronological age.

The success of the program would be measured by standard achievement tests. Boys, as soon as they attained the level required of eighth grade students in our elementary schools, would be awarded an elementary school diploma and enter the ninth grade of the high schools.

In the first year of its operation fifteen boys earned elementary school diplomas. Of those fifteen, fourteen enrolled at Rindge Technical School in September, 1967. The one boy who did not return had a full time position. Of the fourteen, two boys were on the honor roll and only two boys did not have a successful year for promotion to Grade 10. This year 20 boys were awarded elementary school diplomas from the Achievement Classes at Rindge Technical School.

It seems that the results of the Achievement Classes at the Rindge Technical School justify the same change in the organization of the present Girl's Vocational school.

There are presently enrolled in the September classes at the Girl's Vocational School only 21 girls. That small number can be readily transferred to Achievement Classes at the Cambridge High and Latin School where a more diversified program can be established.

The two Home Economics teachers presently assigned to the Girl's Vocational School would be transferred to fill other vacancies in the Home Economics program.

The Superintendent recommends that the present Girl's Vocational School be discontinued effective September, 1968 and that the pupils be transferred to Achievement Classes at the Cambridge High and Latin School as of that date.

Edward A. Conley
Superintendent of Schools

The Superintendent presented the following status report on the School Building Program:

The Superintendent desires to inform the School Committee of the status of the building program.

1. The contract for a single unit portable school to house the Houghton School pupils has been awarded to Assembled Homes, Inc., of Winchester, Mass., by the Manager with approval by the City Council on Monday, July 29, 1968.

The Manager, Mr. Sullivan, the Assistant City Manager, Mr. Corcan, Mr. Hockman and Mr. Conley have consulted regularly on this matter. They have inspected work done and being done by the contractor awarded the contract. The work and design are satisfactory. Installation on site is scheduled for November 1, 1968.

2. An agreement was reached on July 29, 1968 with the pastor of the Sacred Heart Parish, Monsignor Costello, to rent his school, closed for two years, to the School Department beginning September 1, 1968. On Wednesday, July 31, 1968 refurbishing of the Sacred Heart School was begun by personnel provided by the City Manager. Rent, $1,000.00 a month, heat, lighting, etc., are to be paid for by the School Department. Occupancy is scheduled for September 5, 1968.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to strike from the report the statement that "Rent, $1,000.00 a month to be paid for by the School Department". It was then voted on motion by Mr. Solomons, seconded by Mr. Good, to accept the foregoing report from the Superintendent on the status of the building program, as amended.

The rules having been suspended, it was voted to adopt a motion by Mr. Fitzgerald, seconded by Mr. Solomons, that the City Manager be requested to inform the School Committee on or before the date of its next meeting in September as to the approximate date demolition of the Thorndike School will start and the approximate date scheduled for the construction of the new Robert F. Kennedy School building.

The following report of the Sub-committee on Buildings & Grounds was presented:

To The School Committee:

August 2, 1968

The subcommittee on Buildings and Grounds met on Tuesday, July 30, 1968 to consider the proposed contract with the Custodian's Union and to consider additional award of contracts for school repairs.

It was agreed that the following contracts be awarded to the lowest bidder on the recommendation of the Chief Custodian, Mr. William Fitzgerald.

1. Roofing and Repairs at the Webster School. Cavanaugh and Earley, Inc. 19 Grove Ave., Cambridge at $3,380.00.

2. Floors in classrooms at the Rindge Technical School. J. Praino Co., Inc. 50 Stedman St., Jamaica Plain at $3,399.00.

3. Interior painting at the Webster School. Modern Decorators, Inc., 249 Washington Ave., Winthrop, Mass. at $10,890.00.

It was voted in accordance with the provisions of the specifications to reject all quotations for repairs to the roof and towers at Cambridge High and Latin School and to readvertise for new bids on this project.

It was voted to recommend that immediate action be taken by the Chief Custodian to improve the present lighting in the corridors at Cambridge High and Latin School, Rindge Technical School, Webster School and Roberts School.

It was voted to recommend that the present salaries of the attendance officers be increased by $500.00 effective September 1, 1968.

It was voted that a copy of the most recent contract proposal in the negotiations with the official representatives of the Custodians' Union be prepared and that copies be distributed to the members of the School Committee and to the representatives of the Custodian's Union and further that a meeting with the negotiating team be scheduled for Monday, August 12, 1968 at 7 o'clock in the School Committee Room.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to refer back to the Committee on Buildings & Grounds for further study the recommendation contained in the foregoing report relative to salaries of Attendance Officers. It was then voted on the following roll-call to approve the foregoing report of the Committee on Buildings & Grounds, except the recommendation relating to salaries of Attendance Officers, and that the recommendations contained in the balance of the report be adopted: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Clinton "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that "Edward A. Conley, Superintendent of Schools, be designated to act for and on behalf of the School Committee for the purpose of Federal Public Law 874.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to place on the 'calendar' the following report and petition relating to the matter of extending the school lunch period for the purpose of serving hot lunches to needy elderly persons received from Mr. John A. Collins.

August 5, 1968

On May 20, 1968 Councillor Thomas Mahoney issued an order to

To all concerned:

Acting City Manager Dunphy — passed by the City Council — "That Cambridge seek one of the ten (10) programs established by an Act of the Commonwealth of Massachusetts (Chapter 588-January 2, 1968)" — "to allow private and public schools within the Commonwealth to extend the school lunch period for the purpose of serving hot lunches to needy elderly persons."

On June 13, 1968, acting as liaison for Councillor Mahoney, I sat with Mr. John Crain to find out the necessary procedure that would enable Cambridge to qualify for one of the ten spots.

Mr. Crain informed me that it would be necessary to have the Cambridge Council on Aging and the School Department to cooperate.

Mr. Crain has met with members of the Council on Aging and the School Department outlining the necessary requirements for qualifying. On July 30, 1968, the Council on Aging endorsed its participation in the program.

Mr. Albert Carter, Chairman of the Cambridge Council on Aging has been informed that as of July 30, 1968 full knowledge of Cambridge's participation in the program would be known by August 15, 1968.

Very truly yours,
John A. Collins

CITY OF CAMBRIDGE
COUNCIL ON AGING

It is the endeavor of the Council on Aging, with the cooperation of the School Department, to establish a program in Cambridge to give the elderly an opportunity to have a hot luncheon meal at a low cost to them. An informal survey of local eating places reveal that the most inexpensive hot lunch costs about $1.00. This proves the dire need for a program that would supply a nutritional, well-balanced inexpensive hot meal to the elderly of Cambridge.

1. The basic reason for using school cafeterias is that the nutritional requirements for school children are very similar to the nutritional needs of the elderly. Dorothea Nicoll, Chief, Nutrition Section, Massachusetts Department of Public Health, has made a survey of menus in the school lunch as compared to the nutritional needs of the elderly and found close similarities.

2. The program will run only when the school lunch is operating, e.g. on school holidays and bad-weather days, there will be no lunch served.

3. The program will require the use of the school cafeteria for the meal, also for informational discussions and counseling. This will not exceed more than two hours per day.

4. The suggested cost for the meal is 50 cents because of the limited income of most elderly. If the cost of preparing the meal (i.e. all costs except equipment purchases) exceed the 50 cents charged, then a monthly statement of such costs should be submitted to the Massachusetts Department of Education, (John Stalker, Director, School Lunch Program) for reimbursement.

5. The lunch program will offer the opportunity for contact between the elderly and others. So often, the elderly who live in a 1 or 2 room flat have neither the facilities nor the know-how (in the case of an elderly male) to be able to prepare a hot meal for themselves. No one over age 59 will be refused. I.D. cards certified by the Massachusetts Commission on Aging will be issued to each eligible participant.

6. An information center that will give information on nutrition, medical, cultural and community activities will be established.

Also, possibly an adult education program could offer early afternoon classes to stimulate interest.

The Council On Aging fully realizes that without the cooperation of the School Department that the Hot Lunch Program cannot be put into being. All representatives of the school personnel will be encouraged to participate actively in this program. Regarding any publicity that might arise from the program, it will be done as a joint statement by the Council on Aging and the School Department.

Assistant Superintendent David Hockman recommended that on the basis of bids received for athletic equipment and supplies that contracts be awarded to Holovak & Coughlan Sporting Goods, Inc., of Arlington, Mass., in the total sum of $5,051.65; to House of Sports, Inc., Waltham, Mass., in the total amount of $5,816.53; to Musinsky's, Inc., Lynn, Mass. in the total amount of $1,131.18; to Bucky Warren, Inc., Boston, Mass., in the total amount of $930.75; to Sportbilt, Inc., Medford, Mass., in the total amount of $908.00; to Champion Products, Inc., Rochester, N. Y., in the total amount of $2,198.67. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Clinton "Absent".

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the Superintendent make plans for a formal unveiling of a portrait of the late John J. Sheehan, Master Emeritus of the Cambridge High & Latin School.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the Superintendent consider a program for College Board Reviews to assist students planning on taking College Board examinations and make report to the School Committee.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to convene in executive session.

The Superintendent recommended that Miss Mary T. Finn be appointed to the position of Director of Follow-Through to fill the vacancy caused by the resignation of Miss Kathleen Coyle, said appointment to be effective at once. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the recommendation at this meeting. On motion by Mr. Duehay, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Clinton "Absent".

The chairman ordered placed on the 'calendar' as required by the rules of the School Committee, the Superintendent's recommendation that Mary A. Blessington, being the first person on the examined list for Elementary Master, be appointed Elementary Master at a salary of $13,520.00 per year, effective September 1, 1968 and assigned to the Fletcher School.

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation that John W. Reilly be transferred from Master of the Fletcher School to Master of the Morse School, effective September 1, 1968.

The Superintendent recommended that the following applicants be elected teachers in the Cambridge School Department:

RECOMMENDATIONS

School	Name of Teacher	Rank	Salary	To Take Effect
Putnam	Sharon K. Bruner	Teacher (Gr. 4-8)	$6800.00	Sept. 1, 1968
Elementary	Joan E. Marcus	Teacher (Elem. Gr.)	$6500.00	Sept. 1, 1968
Webster	Mrs. Kim W. Chapman	Teacher (Eng. as 2d Lang.)	$6800.00	Sept. 1, 1968

The Chairman ordered the recommendation placed on the 'calendar' as required by the rules. On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation that the applicants listed above be elected teachers in the Cambridge School Department: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Clinton "Absent".

The Superintendent informed the committee that in his report on the reorganization of the administrative department presented at this meeting and now on the 'calendar' awaiting action that he had recommended the appointment of an acting Business Manager until the School Committee has had opportunity to consider the recommendations contained in the report. The Superintendent then recommended that Miss Helen A. Clauss, senior clerk in the business office be appointed Acting Business Manager at a salary of $9500.00 per year subject to approval by Civil Service. The rules having been suspendd it was voted on the following roll-call to adopt a motion by Mr. Solomons, seconded by Mr. Fitzgerald, to approve the Superintendent's recommendation that Miss Clauss be appointed Acting Business Manager: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea"; Mr. Clinton "Absent".

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING Tuesday, September 3, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of hearing Representative Thomas Flaherty relative to safety of school children while riding on school buses, particularly with reference to the provisions of Chap. 713 of the Acts of 1968, "An Act to prohibit standees in certain school buses". At the conclusion of the hearing it was voted to adopt a motion by Mr. Clinton, seconded by Mr. Wylie that the Director of Health & Safety be requested to conduct a survey for the purpose of determining whether or not school buses in operation in the Cambridge public schools allow more students to board the bus than there are seats available, and if so, whether any injuries have resulted from children standing in buses; and further, whether or not any injuries to children by reason of being thrown against the back of the seat immediately in front of the child because of sudden or unexpected stops by the bus have been reported.

The chairman ordered the regular order of business resumed.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the minutes of the meetings of June 26, 1968 and August 7, 1968.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to refer to the sub-committee on Buildings & Grounds a communication from the City Council requesting the School Committee to consider naming the auditorium in the new East Cambridge School in memory of the late Joseph A. Costa.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to accept the resignation of Marion G. O'Connor, Cafeteria Helper assigned to the Rindge Technical School cafeteria, effective December 31, 1968.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept the resignations of the following teachers:

Bureau of Pupil Services	Janet A. Emery	Effective Sept. 1, 1968
High & Latin School	John P. Hennessy	Effective Sept. 1, 1968
Elementary French	Lorraine McDonough	Effective Sept. 1, 1968
A. Lincoln School	Mary J. Tansey	Effective Sept. 1, 1968
Peabody School (Clerk)	Mary Theall	Effective Sept. 1, 1968

The Superintendent reported that Roberta L. Patton who had been appointed a teacher of elementary science, effective September 1, 1968, has declined the appointment and on motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted to accept the declination.

On motion by Mr. Fitzgerald, seconded by Mr. Deuhay, it was voted to adopt the Superintendent's recommendation that Carol Rodman, kindergarten teacher at the Roberts School, be transferred to Grade 1 teacher at the Morse School, effective September 1, 1968.

The Superintendent reported the marriage of Carol A. Nolan to George J. Gill on July 27, 1968 and her name will now appear on our records as Carol A. Gill. Mrs. Gill is a teacher at the Roberts School.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that permission be granted pupils of both high schools to participate on a voluntary basis in the 32nd Annual Press Project sponsored by the Cambridge Tuberculosis and Health Association.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the leave of absence without stipend granted Peter Colleary, teacher in the Peabody School, effective September 1, 1968, be and the same hereby is terminated effective September 1, 1968 at his own request.

On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted to make part of the minutes the following status report on the school building program, as presented by the Superintendent of Schools:

> The Superintendent desires to keep the School Committee informed on the status of the new school building program. The members of the School Committee are aware of the problem that demolition of the Thorndike School and the Houghton School presents. In the first case, ie., the Thorndike School, the pupils will be housed in the Sacred Heart School. Refurbishing of this school has been going on for the past several days. The Sacred Heart School will be ready to receive the pupils of the Thorndike School on Thursday, September 5th. The City Manager, Mr. Sullivan, the Commissioner of Public Works, Mr. Dunphy and the City Electrician, Mr. Crocker are to be commended for their all-out effort.
>
> The Houghton School, however, continues to be a very serious problem. Vandalism has been of continuing concern. Despite the effort of the police damage has been so extensive that the children who will attend the Houghton School on opening day will not meet in a pleasant environment. Efforts will continue to correct this condition. The School Committee will be kept informed.

Respectfully submitted,

EDWARD A. CONLEY
Superintendent of Schools

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation by Assistant Superintendent of Schools David Hockman that the following transfer of funds be approved:

That in addition to sums previously appropriated, the following sums be appropriated:

TO: Schedule B-2 Postage	$ 228.00
" " "	272.00
Schedule F-1 Teachers Examinations	1840.00
Schedule B-22 Medical Services	816.75
	$3156.75

—said sum of $3156.75 to be provided by transfer from the following accounts:

FROM: Schedule G-2 Temporary Employees	$2068.00
Schedule F18 TV Fees	816.75
Schedule F-27 "Needs"	272.00

Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted to adopt the text books recommended by the Superintendent at the meeting of June 27, 1968.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to give leave to withdraw to a motion presented at the meeting of June 27, 1968 "that the reporting time for teachers on September 4, 1968 be changed to 10:00 a.m. instead of 8:15 a.m."

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the administrative reorganization plan recommended by the Superintendent at the meeting of August 7, 1968 and set forth below: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yes":

August 5, 1968

RECOMMENDATION:

The School Committee is aware that Mr. Tobin's retirement as Superintendent and Mr. John Dynan's sudden and tragic death have presented serious problems for this office. The Superintendent cannot over emphasize his concern about the situation. Since change is essential and urgent the Superintendent makes the following recommendations:

1. The position of deputy superintendent be established. Suggested specifications are attached.
2. The position of Business Agent under Civil Service be eliminated and an Assistant Superintendent be assigned to this responsibility with the duties approved by the School Committee on 6 June 1963. The specifications for this position are attached. Said specifications were approved by the School Committee on 2 May 1967.
3. Until the School Committee has had the opportunity to consider the above a temporary acting Business Agent be appointed by the School Committee. The Superintendent recommends Miss Helen A. Clauss be so assigned.
4. The Business Office be reorganized with the creation of two principal clerks positions. One of the principal clerks be assigned administrative responsibility for disbursement including all local, state, and federal payrolls; the second principal clerk is to be responsible for general purchasing of the School Department.

The Superintendent is convinced that such a reorganization is essential and the need, immediate. He respectfully asks that the School Committee consider these recommendations as soon as possible in September.

Edward A. Conley
Superintendent of Schools

ATTACHMENT #1—(Supt's. Report to School Committee re: Administrative Procedure.)

The following proposed amendments to the Rules of the School Cmomittee is hereby respectfully submitted.

There shall be in the Cambridge School System the position of Deputy Superintendent of Schools with the following duties and responsibilities:

1. To assume all administrative responsibilities in the absence of the Superintendent.
2. To supervise and to co-ordinate the building program of the Cambridge School Department.
3. To supervise and co-ordinate the activities of the Assistant Superintendents.
4. To develop plans and facilities for the community school projects.
5. To co-ordinate all staff committees.
6. To perform other related duties as required by the Superintendent.

Qualifications—Same as the Assistant Superintendent.
Salary—$23.000.00 per year.
Length of Employment—A twelve-month contract.

ATTACHMENT#2—(Supt's. Report to School Committee re: Administrative Procedure.)

The rules of the Cambridge School Committee be and the same hereby are amended by establishing a position of a third Assistant Superintendent of Schools, the duties and responsibilities for said position being as follows:

1. Research into all sources of funding from outside sources both private and non-private.
2. Preparation of applications, submission thereof and budgetary supervision of projects for which sources outside the School Department will provide funding.
4. Provide co-ordination by all administrative personnel in the preparation of the annual budget.
5. Prepare plans and specifications for all authorized purchases, structural improvement and preventive maintenance.
6. Establish and maintain an efficient inventory control and supply system.
7. Establish and maintain an efficient system for the processing of requisitions and purchase orders, and for the prompt payment of bills.
8. Sign all approved requisitions and purchase orders.
9. Establish and supervise the proper preparation of all payrolls.
10. Properly prepare and finalize all contracts.
11. Supervise the proper maintenance of all financial records.
12. Establish procedures for safeguarding all checks or cash which are the responsibility of the department.
13. Co-ordinate with the other Assistant Superintendents in all matters of mutual concern.

14. Supervise the Business Agent, the Supervisor of Custodians and the Supervisor of Cafeterias in the performance of their duties.
15. Perform other related duties as required by the Superintendent.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to place on the table the matter of extending the school lunch period for the purpose of serving hot lunches to needy elderly persons.

Question came on the Superintendent's recommendation, presented at the meeting of August 7, 1968 that Mary A. Blessington, being the first name on the examined list, be appointed Master at a salary of $12,520.00 per year, effective September 1, 1968 and assigned to the Fletcher School. On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present". The rules having been suspended a motion by Mr. Good, seconded by Mr. Clinton, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation, presented at the meeting of August 7, 1968 that John W. Reilly be transferred from Master of the Fletcher School to Master of the Morse School, effective September 1, 1968.

Tabled Matters:

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted to take from the table the Superintendent's report, presented at the meeting of March 19, 1968 and spread on the minutes of that meeting, relative to housing children at the Houghton School (scatteration) while the new school is being erected. On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to accept the Superintendent's report.

Awaiting Report:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on file a report presented by the Superintendent at the meeting of March 19, 1968 on the Director of Community Schools.

Conforming to an order of the School Committee at the meeting of August 7, 1968 "That the Superintendent consider a program for the College Board Reviews to assist students planning to take College Board examinations" the Superintendent presented communications from the headmasters of both high schools to the effect that such programs already exist in their respective high school, in view of which the Superintendent reported that he is of the opinion that the present operational program does meet the needs of the students. On motion by Mr. Good, seconded by Mr. Duehay, it was voted to adopt the Superintendent's report.

NEW BUSINESS

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted that whenever a high school student indicates a desire to withdraw from school before he is graduated, the matter should be reported to the headmaster who shall, in conjunction with the home room teacher and the guidance counselor, arrange a conference for the purpose of urging and encouraging the student to remain in school; and, further, in the event they are unsuccessful in this effort they shall make the student aware of the advantages of continuing his education in the Cambridge Evening Schools.

The chairman ordered placed on the 'calendar' as required by the rules, a proposed amendment to the rules, presented by Mr. Good that for the purpose of conforming to City Ordinances the following sentence to Sec. 4(a) of Chap. XIV be added: "After twenty (20) years service on June 1, five (5) weeks vacation."

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the Cambridge School Committee extend its sincere felicitations to Rt. Rev. Daniel A. Cronin of Cambridge, who will be consecrated Auxiliary Bishop of Boston on September 12, 1968.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the Superintendent consider a Head Start program for mentally retarded children in the age bracket of three years to seven years, which is being used in other cities.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted that the Superintendent investigate the possibility of allowing the private and parochial schools of the City of Cambridge the use of the public school facilities including audio-visual, science labs, and work-shops; but not restricted just to these.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to convene in executive session.

Executive Session

On motion by Mr. Solomons, seconded by Mr. Good, it was voted that Joan M. Serino, teacher at the Russell School, be granted leave of absence without stipend for the school year September 1, 1968 to June 30, 1969.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to adopt a recommendation by the Director of School Cafeterias, Mr. Flannery, that Civil Service be requisitioned for a list of persons eligible to fill the six positions of Cateferia Helper.

The secretary presented the certified civil service list for the position of matron. On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted that the first two names on the list, Loretta B. Melanson, 265 Rindge Ave., Cambridge and Madalyn A. Mahoney, 2 Jackson Gardens, be appointed matrons in the School Department at a salary of $4,462.32 per year: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been suspended a motion by Mr. Duehay, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent recommended the election of the following teachers:

School	Name of Teacher	Rank	Salary	Effective
Roberts	Sherry E. Wood	Teach., Gr. 1	$7000.	Sept. 1, 1968
A. Lincoln	Mrs. Kathleen M. Muschinske	Teach., Gr. 3	6200.	Sept. 1, 1968
Thorndike	Barbara Altman	Teach., Kindg.	6500	Sept. 1, 1968
Bureau Pupil Serv.	Leonard Seletsky	Teach., Spec. Ed.	8600.	Sept. 1, 1968
Phys. Education	Patricia A. Mullen	Teach., Phys. Ed.	6500	Sept. 1, 1968
Phys. Education	Karen S. Shirack	Teach., Phys. Ed.	6200.	Sept. 1, 1968

Elem. Science Longfellow	John C. Chicariello	Teach., Elem. Science	6200	Sept. 1, 1968
Morse	Mrs. Joyce Y. Nolan	Teach.- Librarian	8600	Sept. 1, 1968
High & Latin	Arthur S. Lipkin	Teach., English	6200	Sept. 1, 1968
	Mary J. Diehl	Teach., English as second Lng.	6200	Sept. 1, 1968
	Roslyn G. Robinson	Teach., Chem.	6200	Sept. 1, 1968
	Jean E. TePaske	Teach., Music	6800	Sept. 1, 1968
	Samuel T. Scott	Teach., Chem.	7900	Sept. 1, 1968
Roberts	Mrs. Lynn W. Oberfield	Teach., Gr. 7	6200	Sept. 1, 1968
Bureau Pupil Serv.	Bernard T. Duffy	Guidance Counselor	11,400	Sept. 1, 1968

The chairman ordered the foregoing recommendation for the election of teachers placed on the calendar as required by the rules. On motion by Mr. Solomons, seconded by Mr. Duehay, it was unanimously voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Superintendent's recommendation that the teachers listed above be appointed as recommended: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea". The rules having been again suspended, a motion by Mr. Wylie, seconded by Mr. Good, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent recommended that in accordance with the approval by the School Committee for the inauguration of a pilot program in Health Services to be conducted by the Cambridge School Department in coordination with the Cambridge City Hospital and the Mass. Division of Vocational Education of the State Department of Education that Miss Jayne P. Gralinski, R.N. be appointed to the position of Curriculum Coordinator, Health Service Course at a salary of $6,800 per year, effective Sept. 1, 1968. The rules having been suspended it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been again suspended, a motion to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm all votes taken in executive session.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted on the following roll-call to approve salary increments for members of the instructional staff who are entitled to receive same in accordance with the regulations of the Cambridge School Committee: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING: Tuesday, September 17, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

Question came on acceptance of the minutes of the last meeting. It was unanimously agreed to correct the minutes by inserting in the motion by Mr. Clinton to place on the table the matter of extending the school lunch period for needy persons, the words "at the request of the petitioner, Mr. John Collins". On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept the minutes of the meeting of September 3, 1968 as corrected.

A communication was received from the Cambridge School Volunteer Project inviting the School Committee to a reception for Mr. Edward Conley, Superintendent of Schools, on Thursday, September 26, at 8:00 p.m. in the Morse School; and, further to view displays of new Cambridge school programs in art, math., social studies, science and the libraries as well as the After-School Centers and Follow Through programs. On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted that the Cambridge School Project be commended for their excellent civic programs on behalf of the Cambridge public schools; and, further, to accept with pleasure the kind invitation extended to attend the reception to our new Superintendent Edward Conley, and that the School Committee looks forward to the pleasure of viewing their many displays of new Cambridge school programs.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to adopt a recommendation that in addition to sums previously appropriated, the following sums be appropriated:

TO:	Schedule B-22 Medical Services	$1,000.00
	Schedule D-17 Motor Vehicle Parts	150.00

—said sum of $1150.00 to be provided by transfer from Schedule A-2 Temporary Employees: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

The following notice was received from the City Council:

WHEREAS: All that is required to enable Cambridge to become the 10th community in the State to participate in the State-sponsored Hot Lunch Program for the Elderly is for the Cambridge School Committee to grant approval of the required plans; now therefore be it—RESOLVED: That this Cambridge City Council hereby requests the honorable members of the Cambridge School Committee to give their approval on Tuesday evening Sept. 17, 1968 and be it further Ordered: That the City Clerk be instructed that this Resolution be presented to the Secretary of the School Committee before the hour of the regularly scheduled meeting on September 17, 1968 for presentation to the School Committee at that time:

A true copy, Attest: Thomas M. McNamara, City Clerk

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of hearing Mr. John Collins relative to the matter of the extension of the hot lunch program for the elderly. At the conclusion of the hearing it was voted to adopt a motion by Mr. Fitzgerald, seconded by Mr. Duehay, that permission be granted to operate a demonstration program at the Harrington School cafeteria for the State sponsored hot lunch program for the elderly.

SUPERINTENDENT OF SCHOOLS

The Superintendent regretfully reported the death on September 7, 1968 of Vincent F. O'Connell, Headmaster's Assistant—Social Studies, Rindge Technical School who has served Cambridge well as teacher and administrator for almost forty years, particularly the students at Rindge Technical School. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to express to Mr. O'Connell's next of kin the School Committee's sincere sorrow upon learning of the death of this dedicated administrator.

The Superintendent regretfully reported the death, on September 10, 1968, of Mrs. Barbara L. Crosby, teacher at the M. E. Fitzgerald School for twelve years. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to express to Mrs. Crosby's next of kin the School Committee's sincere sorrow upon learning of her death.

There being no objection the chairman ordered placed on file a communication from Joseph A. Keefe, Director of Science, thanking the committee for their confidence in appointing him to this position.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY FIELD EDUCATIONAL PUBLICATIONS, INC.
Time Machine Series
The Jim Forest Readers
Wildlife, Adventure Series
Deep Sea Adventure Series
The Morgan Bay Mysteries
Reading-Motivated Series
Checkered Flag Series
The Americans All Series
Civics in Action
Japan: Home of the Sun
Language is You

The Superintendent reported the retirement of Joseph R. Powers, teacher in the Rindge Technical School for thirty-eight years, effective September 30, 1968. On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to express to Mr. Powers the School Committee's appreciation for the long years of faithful and efficient years of service he has rendered to the students of Rindge Technical School.

The Superintendent reported that John E. Marcus who had been appointed a teacher in the elementary French program effective September 1, 1968 has declined the appointment and it was voted on motion by Mr. Fitzgerald, seconded by Mr. Clinton, to accept the declination.

The Superintendent reported that Sharon K. Bruner, teacher at the Putnam School, was married to Joseph W. Bourgeois and her name will now appear on our records as Sharon K. Bourgeois; that Florence Anne Ellsworth, teacher at the Thorndike School was married to Albert J. Brooks and her name will now appear on our records as Florence A. Brooks; that Jane A. Robertson, teacher at the Haggerty School, was married to Wm. H. Ryer and her name will now appear on our records as Jane A. Ryer; that Marilyn A. White, teacher at the Russell School, was married to H. Ward Gay and her name will now appear on our records as Marilyn A. Gay.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that due to illness the following teachers be excused from reporting to their assignments on the opening day of school:

Marietta R. Mahoney	M. E. Fitzgerald School
Margaret M. Magee	Peabody School
Barbara L. Crosby	M. E. Fitzgerald School
Agatha Maguire	High & Latin School

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that Mary F. Wadden, Academically Talented Class Teacher at the Harrington School be transferred to Academically Talented Class Teacher at the Peabody School, effective September 18, 1968.

The Superintendent notified the committee that Civil Service Employees of the School Department who hold regular appointments on a fifty-two week basis and are permanent part-time employees whose work week is not less than twenty hours per week, are eligible to apply for the Group Insurance Plan in effect for employees of the School Department.

The Superintendent reported that personnel who are employed as regular substitutes may enroll in the Health and Accident and Life Insurance Program which is in effect for our teachers employed under contract. Under the program the employee will have deducted from the monthly salary one-half the monthly cost of the insurance. The balance will be paid from municipal funds.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to make part of the minutes the following report on Technical Institute Graduation:

The Superintendent submitted the following report on the Technical Institute Graduation not only for the information of the Members but also because he believes this is the meaningful approach to education in the next few years. The Superintendent will be making requests for approval of similar courses to the School Committee with some regularity in the days ahead.

"The first medical records technicians class of the Cambridge Public Schools-Rindge Technical Institute was graduated Sunday, September 8, 1968 at the Children's Hospital Medical Center Children's Inn in Boston at 3:00 P.M.

The ceremonies are an educational milestone making completion of the first public school course designed specifically to prepare high school graduates for a particular occupation. The program, a joint venture of the Cambridge Public Schools and the Children's Hospital Medical Center was introduced last November as part of the Rindge Technical Institute. Rindge Technical Institute was created under the Vocational Education Act of 1963 to provide free educational opportunities to qualified high school graduates and create an atmosphere where private industry and the schools might join to focus their expertise on preparing individuals for positions where lack of trained personnel would create a crisis situation.

A crisis situation had indeed developed in Greater Boston hospitals due to an acute shortage of medical records technologists, according to Miss Ruth Haywood, Children's Hospital medical records department director. She said, until the course's inclusion at Rindge Technical Institute, the only school offering such training in New England was at St. Joseph's Hospital in Lowell.

Mrs. Patricia Taglianetti, a certified medical records technician and the program's curriculum co-ordinator, said, "Despite the virtual guarantee of a job following graduation, we had difficulty interesting people to take the course. As a result, the first graduating class numbers nine." She added, "And as we predicted, Greater Boston hospitals wasted little time recruiting the graduates. Newly certified technicians Anna Horgan, Thelma Cohen and Kerry Taylor have accepted positions at Children's Hospital Medical Center. Scheduled to start work soon at the Holy Ghost Hospital is Marilyn Doody, and Adrea Sprague will begin at the Beth Israel Hospital and Elaine Oliver at the Newton Wellesley Hospital within the next week. Kathleen McTighe, Patricia Wright and Helen Watson have yet to decide between several offers.

This fall twenty-five have registered for the course.

Speaking to the graduates Sunday were Mr. Leonard W. Cronkhite, Jr., General Director of Children's Hospital, Director Robert R. Sweeney of the Rindge Technical Institute and Mayor Walter J. Sullivan of Cambridge."

Edward A. Conley
Superintendent of Schools

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to make part of the minutes the following Summary of Teachers appointed effective September 1, 1968, as presented by the Superintendent:

NEW TEACHERS APPOINTED AS OF SEPTEMBER 1968

Name	**Home State**	**College**
Carmen B. Albano	Everett, Mass.	State College at Boston
Barbara Altman	Cambridge, Mass.	Boston University
Susan Bookstein	Brookline, Mass.	Mt. Holyoke College and Boston Univ.
Carmen D. Borgia	Cambridge, Mass.	Boston Conservatory
Joan E. Boudreau	Cambridge, Mass.	State College at Boston
Sharon E. Bruner Bourgois	Cambridge, Mass.	Arkansas State College
Mary I. Bradshaw	Jackson, Miss.	Louisiana State and Univ. of Virginia
Diane M. Brutti	Belmont, Mass.	State College at Salem
Mrs. Kim M. Chapman	Somerville, Mass.	Radcliffe Coll. and Harvard School of Ed.
John C. Chicariello	Cambridge, Mass.	State College at Boston
Jane E. Chiurri	Newton Cen., Mass.	Emmanuel College
Kerry E. Collins	Revere, Mass.	State College at Fitchburg
Jane E. Carney Conway	Roslindale, Mass.	Emmanuel College
Constance P. Dagle	Watertown, Mass.	State College at Boston
Kathleen M. Dalton	Concord, Mass.	Boston College
Mrs. Mary P. Davis	Carlisle, Mass.	University of Washington

Paul A. DeAngelis	Somerville, Mass.	Boston College
Mrs. Gene A. D'Eca	Boston, Mass.	Boston University
Antoinette E. DeVellis	Somerville, Mass.	State College at Boston
Mary J. Diehl	Cambridge, Mass.	Jackson College
Phyllis Ewen	Cambridge, Mass.	College Brandeis University Harvard Grad. Sch. of Arts and Science Harvard Grad. School of Education
Barbara Finlayson	Bennington, Ver.	Iowa State University
Mrs. Mary E. F. Fitzgerald	Cambridge, Mass.	Regis College
Marsha S. Furchheimer	Highland Park, N.J.	Lesley College
H. Ward Gay	Cambridge, Mass.	State College at Boston
Barbara Gladstone	Boston, Mass.	Boston-Bouve College of Northeastern U
Melissa A. Hadlock	Moorestown, N.J.	Marymount College, N.Y.
Gail A. Hall	Cambridge, Mass.	State College at Boston
Mrs. Marion J. Hannon	Cambridge, Mass.	Jackson Coll. and Suffolk U.
Elaine M. Hansis	Cambridge, Mass.	State College at Boston
Susan E. Himmelfarb	Cambridge, Mass.	Sarah Lawrence College, NY and Harvard Graduate School of Education
Dorothy R. Hirsch	Rochester, N.Y.	Rosary Hill College, N.Y.
Andrea M. Janul	Cambridge, Mass.	State College at Boston and University of Mass.
Michael D. Jarvis	Cambridge, Mass.	Northeastern University
Brenda Katz	Boston, Mass.	Wheelock College
Theresa L. Tompkins Kelly	Cape May, N.J.	St. Louis University
Eileen P. Kennedy	Arlington, Mass.	Emmanuel College and Boston College
Mrs. Sylvia L. Kleban	Arlington, Mass.	University of Massachusetts and Central Connecticut State College
Carroll A. Lee	Belmont, Mass.	Northeastern University
Marianne Legowski	Westfield, N.J.	Newark State College, N.J.
Arthur S. Lipkin	Cambridge, Mass.	Harvard
Mrs. Paul W. Macias	Cambridge, Mass.	Newcomb College of Tulane Univ., New Orleans
Mrs. Barbara E. Manfredi	Belmont, Mass.	Emmanuel College
Anne C.. Martis	Arlington, Mass.	State College of Boston
Mrs. Roberta J. A. McDonnell	Allston, Mass.	Boston University
George McMahon	Cambridge, Mass.	Boston State Coll. and Harvard University
Jean L. McMahon	Clinton, Mass.	Regis College and Worcester State College
Pamela A. McMurtry	Cambridge, Mass.	State College at Boston
Diane M. R. Mederios	Cambridge, Mass.	State College at Boston
Nancy J. Mellen	Brookline, Mass.	Lesley College
Mrs. Deborah B. S. Meyers	Malden, Mass.	Lesley College
Mrs. Ruth L. Mix	Cambridge, Mass.	Austin College, Sherman, Texas

Mrs. Roberta F. Montgomery	Cambridge, Mass.	Temple Univ., Pennsylvania
Arthur M. Morgan	Braintree, Mass.	Eastern Nazarene College and Bridgewater State Col.
Patricia A. Mullen	Brookline, Mass.	Sargent College
Aminda L. Nicoloro	Cambridge, Mass.	Boston College
Mrs. Joyce Y. Nolan	Brookline, Mass.	Western Illinois University and Northern Arizona University
Mrs. Lynn W. Oberfield	Brookline, Mass.	William Smith College, N.Y.
Rosemarie P. Palange	Somerville, Mass.	State College at Boston
Marilyn M. Pallys	Worcester, Mass.	Univ. of Mass., Amherst
Henry A. Parker, III	Johnson, Ver.	Johnson State College, Johnson, Vt. and Rutgers University, New Jersey
Mrs. Doris M. Perella	Brighton, Mass.	Boston University
Teresa A. Ragosta	W. Roxbury, Mass.	Pembroke College and Boston College
Celeste M. Regione	Cambridge, Mass.	State College, Fitchburg
Roslyn G. Robinson	Brookline, Mass.	Oglethorpe University, Ga.
Mrs. Rosaline D. Rolland	Cambridge, Mass.	University of Missouri and Simmons College
Samuel T. Scott	Cambridge, Mass.	Mass. Inst. of Technology and Boston University
Leonard Seletsky	Nantasket, Mass.	Boston University and State College, Boston
Ruth E. Shea	Arlington, Mass.	Suffolk University
Karen S. Shirak	Brookline, Mass.	Mt. St. Joseph College, Ohio
Susan C. Smith	Cambridge, Mass.	Radcliffe College and Harvard Graduate School of Education
Mrs. Arlene R. Stone	Cambridge, Mass.	Douglass College, N.J. and Boston University
Jean E. TePaske	Orange City, Iowa	Grinnel College, Iowa and Harvard Graduate School
Stephen J. Theall	Arlington, Mass.	Colgate University, N.Y.
Kathleen P. Tracy	Cambridge, Mass.	Suffolk University
Elinor M. Wallace	Cambridge, Mass.	State College at Boston and Northeastern
Mrs. Julia A. Wallace	Buffalo, N.Y.	Meredith College, N.C. and State Univ. of New York
David J. Walsh, Jr.	Boston, Mass.	Boston College and State College, Boston
Mrs. Deborah R. Weidner	Cambridge, Mass.	Boston University
Kathleen M. White	Medford, Mass.	State College at Boston and Northeastern
Kathleen (Trina) Wilson	Cambridge, Mass.	Wheelock College and Boston University
William F. Young	Arlington, Mass	State College at Boston
Barbara L. Allen	Arlington, Mass.	State College at Boston
Sandra M. Blank	Newton, Mass.	Boston University
Mrs. Ellen S. Blitz	Cambridge, Mass.	New York University and Tufts University

Charlyn Buss	Cambridge, Mass.	Grinnell College, Iowa and Yale University
Mary P. Dixon	Cambridge, Mass.	University of Virginia and Northeastern University
Robert M. Dodd	Framingham, Mass.	Boston University and University of Mich.
Jean M. Donahue	Somerville, Mass.	Regis College
Mary G. Duffy	Cambridge, Mass.	State College at Boston
Doreen Ermini	Somerville, Mass.	State College at Boston
Mary E. Flaherty	Watertown, Mass.	Boston College
Dorothy H. Frydryk	Boston, Mass.	Russell Sage, New York and Boston University Graduate School
Patricia C. Heafey	Dorchester, Mass.	Boston College
John P. Hennessy, Jr.	Westwood, Mass.	Holy Cross College and Boston State
Sandra L. Hildreth	Somerville, Mass.	State College at Boston
Abigail Horvitz	Providence, R.I.	Simmons College
Henrietta Irgag	Brooklyn, N.Y.	University of Rochester, NY
Richard J. Kenney	Arlington, Mass.	Suffolk University
Carol D. Kilroy	W. Roxbury, Mass.	Boston College
Paul C. King	Cambridge, Mass.	Knox College, Illinois
Sara S. Kirstein	Brookline	State College of Boston
Linda J. Lewis	Milton, Mass.	University of Massachusetts
Susan E. Leiner	Brooklyn, N.Y.	Brooklyn College, N.Y.
Jane A. MacCutcheon	Jamaica Plain, Mass.	Simmons College
Joan E. Marcus	Miami, Florida	Lesley College
Ursula A. Maglio	Boston, Mass.	Boston College and Northeastern
Mrs. Sally M. Marlow	Andover, Mass.	Smith College and Harvard University
Mrs. Paula L. Miller	Somerville, Mass.	University of Michigan and Lesley
Geraldine M. Minichiello	Winthrop, Mass.	Emmanuel College
Linda A. Montesano	Dorchester, Mass.	State College at Boston
Mrs. Kathleen M. Muschinske	Watertown, Mass.	University of Wisconsin
Roberta L. Patton	Cambridge, Mass.	Ohio State College and Boston University
Mrs. Joanne C. Perlman	Cambridge, Mass.	George Washington Univ. and Boston University
Stephen E. Preston, Jr.	Somerville, Mass.	Salem State College and Northeastern
Marsha E. Read	Somerville, Mass.	Northeastern University
Marie C. Reardon	Cambridge, Mass.	State College at Boston
Judith M. Rosch	Allston, Mass.	Boston University
Stephen W. Schuler	Cambridge, Mass.	St. Anselm's College
Joseph F. Simeone	Cambridge, Mass.	Dartmouth College and MIT
Pamela A. Street	Ormand Beach, Fla.	Simmons College
Mary E. Sullivan	Cambridge, Mass.	Newton College of the Sacred Heart
Jean L. Sumski	South Boston, Mass.	State College at Boston
Elizabeth M. Tuck	Rockport, Mass.	State College at Framingham
Lawrence F. Wakeford, Jr.	Cambridge, Mass.	Manhattan College, N.Y. and Harvard University

Mrs. Frances Y. Waltman	Cambridge, Mass.	Sargent College
John P. Whyte, Jr.	Watertown, Mass.	State College at Boston
Ellen A. Willard	Cambridge, Mass.	Boston College
Mrs. Barbara A. Wolanin	Oberlin, Ohio	Oberlin College, Ohio and Harvard Graduate School of Education
Sherry E. Wood	Cambridge, Mass.	University of Maryland and Simmons College
Carole E. Zdonczyk	Boston, Mass.	State College at Worcester

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation that the Superintendent be authorized to have evening office hours on Thursdays from 7 p.m. to 9 p.m. beginning October 17th so that working parents and citizens who find it very difficult to contact the Superintendent's office during the regular school day may have the opportunity of discussing specific educational problems with the Superintendent and/or his staff.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the evening schools and Americanization Classes be reopened Thursday evening, October 15, 1968:

Evening High School
Rindge Evening Industrial School
Evening Elementary School
Americanization Classes

and, further that personnel interested in applying for positions in the evening schools conducted by the Cambridge School Department should request, complete and submit applications forms, available at the office of the Superintendent, no later than October 11, 1968.

The Superintendent presented the following report on the opening day of school on September 5, 1968 together with the enrollment information on the opening day:

> For the information of the committee the Superintendent presented the following report on opening of schools together with the report on enrollment on the opening day.
>
> The Superintendent and the Assistant Superintendent met the Headmasters, the Masters, and the Directors in the School Committee Room on Tuesday, September 3, 1968 and with the new teachers on Wednesday, September 4, 1968 in the hope that an orderly opening of school might be expedited.
>
> School opened on Thursday, September 5, 1968 as scheduled. As far as the Superintendent's Office knows the opening was accomplished with less than usual hazing incidents and disorder. The Superintendent would like to have been able to state that there were no incidents. Unfortunately, there were some. Whenever the initiator was identified immediate action including suspension was taken.
>
> The Superintendent's Office has had major concern during the summer for the opening of the Thorndike School in its new location. The Superintendent and the Assistant Superintendent arrived at the Sacred Heart School at nine o'clock. Mayor Sullivan was already

there. The move had already been accomplished, some classes were already functional. The Superintendent would like to commend the Master of the Thorndike School, Mrs. Mulcahy, and the teachers for their successful planning and the implementation of the plan and to compliment students and parents on their fine cooperation.

The Thorndike School will be demolished as quickly as possible. It is the Superintendent's understanding that bids are presently being invited and the project advertised.

A general meeting of all teachers was held on Monday, September 16, 1968 that the new Superintendent could outline very briefly his hopes for the future.

Edward A. Conley
Superintendent of Schools

TOTAL ENROLLMENT — OPENING DAY — 1968

	1967	1968	GAIN	LOSS
High & Latin	2,327	2,091		236
Girls' Achievement Classes	30	25		5
Rindge Technical	615	615		
Ringe Achievement Classes	69	63		6
Abraham Lincoln	218	219	1	
Agassiz	192	218	26	
M. E. Fitzgerald	833	908	75	
Fletcher	353	376	23	
Haggerty	247	253	6	
C. G. Harrington	1,031	968		63
Houghton	454	421		33
Longfellow	693	664		29
Morse	527	524		3
Peabody	569	500		69
Putnam	335	322		13
Roberts	720	690		30
Russell	490	470		20
Thorndike	384	340		44
Webster	420	419		1
Bureau of Pupil Services	5	7	2	
	10,512	10,093	133	552

NET LOSS 419

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the following annual report of Director of Libraries, Mr. Charles B. Adams, be accepted and the recommendations contained therein be adopted; and, further, that the School Committee extend to Mr. Adams their appreciation and commendation for this very excellent and informative progress report:

ANNUAL REPORT
OF THE
DIRECTOR OF LIBRARIES
1967 - 1968

PROGRESS REPORT

The 1967-68 school year has seen an extension of the activities of the

School Library Department and the opening of the tenth elementary school library at Fletcher School. Total hours of service were increased in three elementary school libraries and book and periodical collections were increased in all elementary school libraries. The program of formal and individual instruction in the use of libraries and materials was further developed and included extensive use of audiovisual materials such as disc recording, filmstrips, transparencies, and slides. The professional library was weeded of out-of-date materials and work was done on its card catalog to bring it up-to-date. The Deposit Library was developed as a distribution center for the elementary school libraries and furnished the initial collection for the opening of the Fletcher School Library. Three issues of a library bulletin for teachers and administrators were compiled and distributed to all schools and will be continued on a regular schedule during the coming school year. All librarians and libraries were visited by the Director of Libraries at least once a week throughout the school year. The ESEA Title II 1967 project involving the expenditure of $18,032.19 of federal funds was completed and local funds of $20,000 for books and periodicals were expended by the end of the 1967 calendar year.

ESEA TITLE II 1968

The Notice of Eligibility to participate in ESEA II in 1968 in the amount of $20,672.24 was received on April 8, 1968 thereby leaving less than one-quarter of the federal fiscal year in which to complet ethe necessary project preparation and to place orders before the June 30, 1968 deadline. The selection of materials was begun in the winter assuming that Cambridge would be eligible for at least $15,000. The allocation of funds within the system for the authorized amount was as follows:

1. Books

1.	Abraham Lincoln School Library	$1,600.00
2.	Agassiz School Library	500.00
3.	Deposit Library	6,672.24
4.	Fletcher Library	1,100.00
5.	Haggerty School Library	1,800.00
6.	Longfellow School Library	500.00
7.	Morse School Library	500.00
8.	Peabody School Library	500.00
9.	Roberts School Library	500.00
10.	Russell School Library	500.00
11.	Webster School Library	500.00
		$14,672.24

II. Periodicals

1.	Deposit Library — 10 copies each of 23 copies	$1,279.62
2.	Professional Library — 1 only each of 48 titles	356.00
3.	Rindge School Library — 1 copy each of 55 titles	404.28
		$2,039.90

III. Audiovisual

1.	Art Department	$ 527.65
2.	Audiovisual Department	2,865.00
3.	Home Economics Department-CHLS	150.00

4.	Library Department	417.45
		$3,960.10
	Grand Total	$20,672.24

Local Funds 1968

The local funds in account D-19 have been allocated in the following manner:

I.	**Secondary School Libraries**	
1.	High and Latin School Library	$2,500.00
2.	Rindge Technical School Library	1,500.00
		$4,000.00
II.	**Elementary School Libraries**	
1.	Abraham Lincoln School Library	$550.00
2.	Agassiz School Library	475.00
3.	Fletcher School Library	900.00
4.	Haggerty School Library	625.00
5.	Longfellow School Library	1,775.00
6.	Morse School Library	1,325.00
7.	Peabody School Library	1,425.00
8.	Roberts School Library	1,750.00
9.	Russell School Library	1,175.00
10.	Webster School Library	1,000.00
		$11,000.00
III.	**Deposit Library**	
1.	Core Collection	$5,000.00
2.	Reference sets, AV and Display Materials	5,000.00
		$10,000.00
	Grand Total	$25,000.00

Elementary School Libraries

This has been a very good year in regard to keeping the libraries staffed continuously. Mrs. Winter and eleven substitute librarians assisted by fifteen Cambridge School Volunteer Project volunteers and two Harvard-Radcliffe teacher-aides operated the elementary school library program. A new library was established at Fletcher School and was open three days a week. Days of service were increased from two and one-half to three days at Abraham Lincoln School, from three to five days at Haggerty School and from four to five days at Morse School. Replacements will have to be found for the coming school year for Miss Brooke (Morse) who is not returning and for Mrs. Mix (Haggerty) who has been employed as a classroom teacher for 1968-69. However, Mrs. Sherry and Mrs. Shulman who have been working a total of three days at Peabody School will be available for other assignments because of the employment of a full-time Teacher-Librarian at Peabody. The names of several persons who are interested in employment as substitute librarians are in the active recruiting file. Clarification of the tenure law as it applies to substitutes by the Massachusetts Department of Education averted what could have been a complete turnover of substitute librarian staff.

Recruiting for the position of Teacher-Librarian has continued throughout the year both by correspondence and by interview with the result that Mr. Henry Parker has been employed as Teacher-Librarian at Peabody School. Several other candidates were interviewed but the main problem is that if a candidate has the necessary qualifications and experience in both education and librarianship he or she is usually well beyond the fifth step on the salary schedule and the other candidates who would not have to take a decrease in salary usually have not yet acquired the qualifications and experience in both fields. At the present time the best possibilities for employment to the position of Teacher-Librarian are substitute librarians who are acquiring the necessary courses in either education or library science while working the Cambridge Public Schools. Mrs. Prentiss at Abraham Lincoln School and Miss Greenleaf at Russell School are doing this. Also, Mrs. Hill who left Morse School for reasons of health was working toward certification as a school librarian and may seek reemployment at a later date.

Formal instruction in the use of the library at different grade levels in Abraham Lincoln, Fletcher and Morse Schools was based on the use of one set of Denison's **Library Skills** workbooks and teacher's manuals in order to determine if it should be used in all schools. Mrs. Prentiss, Miss Morshead and Miss Brooks agreed that it was much better than other manuals which are available and it has been decided to order a set for each elementary school library. Instruction in the use of the library and storytelling were carried on in all elementary school libraries but with a variety of manuals and methods. The ultimate goal is to interest all teachers in the library program and thereby relate the library to the instruction being given in each classroom through teacher-librarian conferences, but there should be a core of formal instruction in the use of the library which is similar in all schools.

Audiovisual aids were used much more extensively in the elementary school libraries this year both as adjuncts to instruction and to story-telling. The Weston Woods filmstrips and disc recording were helpful in interesting the children, particularly the reluctant readers, in good children's books. The Encyclopedia Britannica, the American Library Association, and the Library Filmstrip Center filmstrips were used in instruction as was the Projecto Aid Transparence set **Using the Library.** Slides borrowed from the Boston Museum of Fine Arts were used extensively in the Russell School Library. Additional library orientated audiovisual materials are on order through the ESEA Title II project.

Additional library shelving is on order for the Haggerty and Peabody Schools, library tables for the Haggerty, and Abraham Lincoln Schools and library chairs for the Abraham Lincoln, Haggerty and Morse Schools.

Elementary School Library Summaries

The summary for each school library is headed by the hours that the library is open, the librarian's name and the book count as of June 1, 1968 divided into General Reference, Non-Fiction, Fiction, Total and Books per Pupil.

Abraham Lincoln School — Mon., Tues., Wed., 8:15-3:00, Mrs. Marilyn Prentiss (Substitute Librarian).

General Reference	91
Non-Fiction	435
Fiction	495
Total	1,021
Books per Pupil	4.64

The Abraham Lincoln School Library was allotted the second largest amount from federal funds among the elementary school libraries for the purchase of books in order to bring its collection up to a minimum of 1,500 volumes. There is plenty of space for expansion in this room. The wooden parquet floor expands during the warm months to form a foot high ridge along the Mead St. side of the room. This phenomenon occurs before the end of school in June and does not subside until after the opening of school in September and could be dangerous. One of the corridor doors has a defective lock which has worried Mrs. Prentiss particularly in light of the recent rash of breaks.

Agassiz School — Tues., Fri., 8:15-3:00, Mrs. Liberty Winter (Teacher-Librarian).

General Reference	111
Non-Fiction	925
Fiction	520
Books per Pupil	8.45
Total	1,556

This library has room for considerable enlargement of the collection with the purchase of additional wall shelving. The floor near the librarian's desk is rotting out and is in a dangerous condition.

Elementary School Library Summaries (cont.)

Fletcher School - Tues., Wed., Fri., 8:15 - 3:00 Miss Sheila Morshead (Substitute Librarian)

General Reference	170
Non-Fiction	1,000
Fiction	
Total	1,170
Books per Pupil	3.30

The Fletcher School Library was opened on January 12, 1968 with the books from the core collection in the Deposit Library. Since the collection consisted entirely of non-fiction it was necessary to supplement it with a loan collection of 300 fiction books from the Massachusetts Bureau of Library Extension. The library was allotted the third largest amount from federal funds in order to increase its collection to 1500 volumes. Miss Morshead ordered almost entirely fiction. The room is large with plenty of wall space but is cold during the coldest winter days. If heat cannot be conducted into the room it should be closed on those days. Mr. Reilly has suggested the removal of the library to another room across the corridor on the same floor.

Haggerty School — Mon. - Fri., 8:15 - 3:00, Mrs. Ruth Mix (Substitute Librarian)

General Reference	100
Non-Fiction	426
Fiction	450

Total	96
Books per Pupil	3.95

Haggerty School was allotted the largest amount among the elementary school libraries from federal funds for the purchase of books because it has the smallest collection. The five-day schedule is somewhat misleading because Mrs. Mix substituted for Mrs. McLaughlin. Mrs. Mix was appointed to a teaching position which leaves an opening in the library. The development of the library program was delayed when an expected remodelling did not take place during the summer of 1967. However, additional shelving, another table and chairs are in order. Use of the library has been slow to develop in this school largely because of the multi-purpose use of the room which is shared by the reading teacher and the nurse.

Longfellow School — Mon. - Fri., 8:15 - 3:00, Mrs. Liberty Winter (Teacher Librarian, Mon., Wed., Thurs.), Miss Helen Welch (Substitute Librarian, Tues., Fri.)

General Reference	137
Non-Fiction	542
Fiction	1,005
Total	2,684
Books per Pupil	3.83

This Library should reach its maximum capacity of a little more than 3,000 volumes or 4 books per pupil during the coming year. Unless a larger room can be found it will then go to a replacement and maintenance of the collection basis.

Elementary School Library Summaries (cont.)

Morse School — Mon. - Fri., 8:15 - 3:00, Miss Anna Brooke (Substitute Librarian)

General Reference	109
Non-Fiction	1,104
Fiction	824
Total	2,037
Books per Pupil	3.85

There is room for expansion in this library. Ten additional chairs are on order for it because some of the chairs that are now being used are too low for the tables. Some of the existing wall shelving cannot be used because of the placement of "after-school center" lockers in the library. There are also some out-of-date, worn books which should be discarded. Miss Brooke who succeeded Mrs. Hill will not be returning for the 1968-69 school year.

Peabody School — Mon. - Fri., 8:15 - 3:00, Mrs. Nancy Shulman, Mon., Wed., Mrs. Ruth Sherry, Tues., Mrs. Kathleen Weiler, Thurs., Fri. (Substitute Librarians)

General Reference	315
Non-Fiction	1,809
Fiction	892
Total	3,016
Books per Pupil	5.37

As noted before Mr. Henry Parker has been appointed as Teacher-

Librarian for Peabody School. This should solve the problem of lack of coordination of the library program which this school has had during the last year with three substitute librarians working a total of five days. Six additional sections of counter-height, double-faced shelving are on order. This shelving will increase the capacity of the library by approximately 1080 volumes.

Roberts School — Tues., Wed., Thurs., 8:15 - 3:00, Mrs. Nancy Cotter (Substitute Librarian)

General Reference	158
Non-Fiction	942
Fiction	925
Total	2,025
Books per Pupil	2.90

Subsequent to the writing of this report Mrs. Cotter has expressed her intention to enroll in the graduate program of the Simmons Library School. Since she has at least two years of teaching experience in English and German she may be another possibility for employment as a Teacher-Librarian. However, if she decides to study at Simmons on a full-time basis it will necessitate the employment of another person during the interim. The library is taking on the apperance of a real library as the shelves fill with books.

Russell School — Mon. - Fri., 8:15 - 3:00, Miss Sarah Greenleaf (Substitute Librarian)

General Reference	192
Non-Fiction	1,045
Fiction	764
Total	2,001
Books per Pupil	4.26

The pressure of increased enrollment is forcing the removal of the library to a smaller room, However, Miss Greenleaf has built the library program to a point where she should still be able to provide good library service to the school. Miss Greenleaf is now enrolled in the graduate program at the University of Washington. An extensive use of audiovisual materials such as slides, transparencies, disc recordings and filmstrips was made during the past school year. Several reading programs were held and there was interesting use of display materials.

Webster School — Mon., Tues., Wed., 8:15 - 3:00, Mrs. Sona Jelalian (Substitute Librarian)

General Reference	95
Non-Fiction	896
Fiction	658
Total	1,649
Books per Pupil	4.15

Mrs. Jelalian was transferred from the Haggerty School to Webster at the beginning of the school year and has established a much improved library program in the school which experienced staffing problems during 1966-67. Mrs. Jelalian has indicated a preference for the Webster School and will probably remain there during the coming school year.

Secondary School Libraries

The High and Latin School and Rindge Technical School library programs have continued to develop as the use of the libraries has increased and as the collections have grown. The number of books purchased has necessarily decreased due to lack of shelf space and the emphasis being placed on developing the elementary school libraries. Orientation, formal instruction in the use of libraries, and planning with teachers and department heads are being carried out in both libraries. Increasing use is being made of audiovisual materials and will continue not only with materials presently available in the system but also with materials which the system does not have at the present time such as microfilm and 8mm single concept film loops which will be ordered in the coming year. Recruiting was successful in the employment of Mrs. Patricia Drake as Teacher-Librarian for CHLS.

Cambridge High and Latin School — Mon. - Fri., 8:00 - 4:00, Mrs. Patricia Drake (Teacher-Librarian)

General Reference	463
Non-Fiction	5,978
Fiction	2,132
Total	8,573
Books per Pupil	3.57

The CHLS Library is now using its entire shelf capacity. Ten additional free-standing, counter-height, double-faced units have been ordered which will increase the shelf capacity by approximately 1,800 volumes for a total collection of approximately 10,400 volumes of 4.33 volumes per student based on an enrollment of 2,400. Mrs. Drake has been investigating the feasibility of microfilm and 8mm single concept films with teachers and department heads and it has been decided to purchase these materials with D-19 funds in small initial quantities. Mrs. Drake has also been working closely with teachers and department heads in planning library units which relate closely to the work being done in the classrooms. A successful book fair was conducted under the auspices of the P.T.A. and the Books-on-Exhibit display was used twice during the year.

Ringe Technical School — Mon. - Fri. 9:30 - 4:00, Miss Katherine LaMontagne (Teacher-Librarian)

General Reference	600
Non-Fiction	4,726
Fiction	1,304
Total	6,630
Books	9.38

Counter-height, single-face, particle-wood wall shelving was ordered and put in place on the perimeter of the room under the existing built-in wall shelving. It is now carrying the books which had been shelved on tables and windowsills and has made the library much more attractive and useful. A magazine rack and vertical file cabinets have been received and put in place. The new card catalog was placed and organized and a book truck acquired for use at the charging desk and in the shelving of books. Four rectangular and four round library tables with chair and eight study carrels have been ordered to replace the present refectory tables. Eight free-standing, three-shelf, counter-height, double-faced shelf sections have been ordered to be placed in units of four sections each down the center of the room. These will increase the capacity of the room by approximately 1,440 volumes for a total collection of approximately 8,000 volumes or 11.67 volumes per student assuming an enrollment of 685. It is recommended that the two small rooms at the north end of the library be returned to it in order to alleviate a storage and work space shortage. The use of this library is increasing as the quarters are improved and the collection enlarged. It is recommended that at least a half-time clerical assistant be employed for the library in order that Miss LaMontagne can spend more time in group and individual assistance in instruction and guidance in the use of the library and its resources.

Professional Library — Mon. - Fri., 9:00 - 5:00, Miss Evelyn Sullivan (Clerk-Typist)

The Professional Library now has a collection consisting of 240 volumes in general reference and 1,760 in non-fiction for a total book collection of 2,000 volumes. It is subscribing to 48 periodicals and receives a carrying additional number as gifts.

Miss Morshead weeded the collection of out-of-date material and also worked on the card catalog. New materials were ordered for the library and were cataloged, processed and shelved. Special shelves were devoted to new books and for reserve, particularly for Mr. Cremens' health education seminar.

Three experimental issues of the Cambridge Teachers' Professional Library Bulletin were distributed which outlined the rules for use of the library and included annotations of new books received and listed the contents of new periodicals. The Bulletin was well received and on a regular basis can form the means by which teachers and administrative personnel can be informed about the library's resources

The staff of the Cambridge School Department cannot benefit from the resources of the Professional Library unless the room can be devoted entirely to library purposes. It presents multi-purpose use of a non-library nature has almost completely overwhelmed its use as a library. A recommendation concerning the hoped-for solution of this problem is contained in the following section on the Deposit Library.

The Deposit Library

The concept of the Deposit Library as a focal point for the elementary school library program has been proved to be valid during the 1967-68 school year. The ordering of periodicals in multiple copies through the library has resulted in better discounts, the distribution of them from a central location has expedited their delivery to the libraries in the schools, and has decreased the amount of paperwork at the Deposit Library and the amount of record keeping in the school libraries.

The supplementary book collection made it possible for the Fletcher School Library to be stocked with over 1,000 books the day after shelving was set up and the tenth copy of several periodicals, which were ordered in anticipation of the opening of a tenth library, were immediately available.

The Deposit Library temporarily served as a storage place for books for which there was not enough shelving in the Rindge Technical School Library until additional shelving was obtained and set up. The unbound copies of Professional Library periodicals are also stored there. The new books for the Professional Library were shelved there while Miss Morshead with the assistance of Mrs. Ng and Mrs. Yip of the Cambridge School Volunteer Project cataloged and processed them. Shelf space for both elementary and secondary libraries was provided for incoming books, periodicals, and other materials while recordkeeping was completed prior to distribution to each school.

After listing the services provided by the Deposit Library in its present location in the preceding paragraph, I would like to outline the further advantages which I believe would accrue from concentrating the Deposit Library, the Professional Library and the Director's Office in one area. The consolidation of these three separate units is the principal recommendation of this report. If such an area could be devoted entirely to central, system-wide library services it would provide the following advantages:

1. One address for library administration and one phone number thereby creating better communication.
2. Increased availability of the Director of Libraries.
3. Less time spent by the Director of Libraries in travelling between three administrative units in addition to school visits.
4. Five-day, full-time coverage if a full-time clerical assistant is employed for the administrative library.
5. Concentration of all central library records.
6. Concentration of education and library literature in one place.
7. One location for receipt, processing, storage and/or distribution of library materials including supplies.
8. Increased coordination of references, informational and loan services to teachers, administrators and librarians.

It is recommended that central, system-wide library services be concentrated in the present Professional Library in order that the following additional advantages can be secured.:

1. Proximity to administrative offices, business office and the school supply room.
2. Availability of office equipment, particularly in regard to the regular publication of the **Cambridge Teachers' Professional Library Bulletin.**
3. Availability of centrally located professional library services and resources to school board members, administrative officers, headmasters and masters, directors and teachers.
4. Release of valuable office space in Room 126A, CHLS for other puroses.
5. Release of valuable office space in Room 249, Rindge, to the after-School Centers Program and/or other federal or local programs.

The collections, services and activities which the library could contain include the following:

1. The existing collection of teachers' professional books and periodicals on their present shelving.

2. A stack area of particle-wood, free-standing, double-faced, six-shelf stacks of approximately two-thirds of the floor area of the room. Twelve sections of this shelving would be moved from the present Deposit Library to the Professional Library to form the nucleus of this stack arrangement. These stacks could house the following collections:
    a. A core collection of school library books for kindergarten and grades 1-8 which could be used for examination purposes, loan to libraries and classrooms, and as an inititial collection for new schools as they are completed.
    b. A collection of librarians' professional books and periodicals including book selection aids and other necessary but expensive reference materials which should not be duplicated for each school.
    c. An examination collection of new textbooks and other new teaching materials.
    d. A collection of publishers' and school supply catalogs.
    e. Unbound issues of professional periodicals.
    f. Courses catalogs.
    g. Annual reports.

3. Vertical files for pamphlets and clippings in education and library science.

4. Filing cabinets for central library records.

5. A clerical assistant's desk with facilities for charging of materials, the card catalog and shelf-list and a typewriter.

6. A table for teachers, administrators, librarians and other patrons for use in the examination of materials, including available equipment for table-top previewing of audiovisual materials.

7. Storage of library and paper supplies in the existing closet.

8. Library Director's Desk.

9. Worktable for receiving and processing incoming materials.

10. Shelf space for each school to contain material which is ready for distribution.

11. Display space on the ends of stack units for the posting of official notices and memoranda and for material of current interest.

The contribution of a room of the type described above can be of extreme value to the Cambridge School Department if the room is used entirely for library purposes. It cannot provide space for clerical and administrative staff who are not involved entirely in the school library program. To insure the successful operation of this library unit it is recommended that a full-time clerical assistant be employed to work with the Director of Libraries. The duties of this assistant would be as follows:

1. General supervision of the room.

2. Charging out, receiving and shelving library materials.

3. Typing of necessary library correspondence, reports, memordanda, and notices.

4. Receiving incoming mail and library materials.

5. Performing the necessary clerical routines in the publication of the Cambridge Teachers' Professional Library Bulletin.

6. Maintaining the card catalog, shelf-list, vertical file and central library records, and the publishers' and school supply catalog files.

7. Receiving and filling requests from school staff for professional materials or information or relaying them to the Director.

8. Receiving and filling requests from librarians for library materials, supplies or information or relaying the request to the Director.

9. Processing library materials for which commercial processing was not obtained.

10. Checking invoices and shipping lists against materials received.

11. Keeping accession and inventory records including an annual inventory of the library.

12. Maintenance of the display or bulletin space.

In conclusion, I would like to express my sincere belief that the most important action that could be taken to further the library program of the Cambridge School Department at this time is the establishment of a Professional Library of the type which has been described in this report.

Respectfully submitted,
Charles W. Adams
Director of Libraries

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that authorization be granted to conduct a workshop for elementary teachers on race and Culture in American Life under the direction of the Lincoln Filene Center at Tufts University at a cost not to exceed $500.00: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call that Mrs. Elizabeth Boyce, Director of Social Studies, be granted leave of absence without loss of salary for the purpose of attending the annual convention of the Association for the study of Negro life and History to be held in New York City October 3 - October 6, 1968 and that Mrs. Boyce be reimbursed for any expenses necessary to her attendance at this convention: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call that Mrs. Jana Krause, Headmaster's Assistant Home Economics, High & Latin School, be granted leave of absence without loss of salary on October 7 & 8, 1968 for the purpose of attending "The American Home Economics Association Workshop" in Washington, D.C., and that Mrs. Krause be reimbursed for any expenses necessary to her attendance at this workshop: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call that Joseph A. Keefe, Director of Science, be granted leave of absence without loss of stipend on October 3, 4, 5, 1968 for the purpose of attending a conference of the National Association of Science in New York City; and, further, that Mr. Keefe be reimbursed for any expenses necessary to his attendance at this conference: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation that the sixth grade Academically Talented Class at the Harrington School be transferred to the Peabody School with bus tokens to be provided for transportation, effective September 1, 1968.

The Superinttendent reported that the resignation of Pierce Fitzgerald as Assistant Director of Audio-Visual Education having created a vacancy in that position the Superintendent after study believes that the position should be filled. Under the Rules of the School Committee however, the requirements for this position and only this position seriously limits possible candidates. The rules state among other things that an applicant must possess a Bachelor's Degree in the specified field. To the best of the Superintendent's knowledge very few univesities or colleges award a degree in Audio-Visual Education, although most colleges offer courses in the field. The Superintendent recommends that the part of the requirements for the position of Assistant Director of Audio Visual "A Bachelor's Degree in the specified field" be deleted and substitute the words "and must have had courses in the specified field". The chairman ordered the recommended amendment to the rules placed on the 'calendar' as required by the rules.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Superintendent of Schools be authorized to appoint a Board of Examiners for the purpose of conducting an examination to establish an elementary Master's list.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to accept the following report received from the Director of Mathematics and adopt the recommendations contained therein; and, further, that the recommendations requiring budgetory action be referred to the 1969 budget.

ESTIMATED COSTS FOR TEXTBOOK CONVERSION & MATHEMATICS RESOURCE CENTERS

OPENING REMARKS

Textbooks. It is suggested that the city wide conversion to the newer mathematics series for the grades K - 8 can be accomplished in three steps:

Step 1: Kindergarten through grade 3. (This year)
Step 2: Grades 4, 5, and 6. (Next Fall)
Step 3: Grades 7 and 8. (The following year)

The figure set forth in this preliminary cost analysis for the replacement of mathematics textbooks throughout the 15 elementary schools in the grades K-3 is substantially lower than what one might normally expect it to be. The reason for such a low figure is that some school masters had already purchased new mathematics textbooks within their own book budgets or with money provided for this purpose last year. This also accounts for the discrepancy in the amounts of money requested for each individual school.

Furthermore, it would be incorrect to assume that the cost of changing the K - 3 books should be approximately the same as the cost of changing books in the grades 4, 5, and 6. The prices of textbooks tend to rise sharply beginning with grade 3. Also, very few of our schools have made any substantial progress toward changing to the newer mathematics series in grades beyond the third.

Resources Centers. The figures for the resources centers are presented in three catagories: Furniture, Equipment, and Materials. The stated figures are, of course, only a close approximation. It is impossible to determine how much furniture and equipment will be necessary without actually viewing the room in which it will be housed.

In conversation with members of the mathematics steering committee, the following points were made:

1. The resource centers ought to be allowed to grow gradually in order to meet the changing needs of the mathematics program.

2. It would be most helpful to have a sum of money set aside in the yearly budget for the express purpose of buying reference books and materials to keep the centers up-to-date.

3. The elementary school resource center should be located close to the office of the director of mathematics, where he can be available to assist those teachers who wish to use the center.
   If the center is located in the Rindge Technical School it ought to be made available to the mathematics teachers there, and hence serve a double purpose.

4. The high school resource center should be located close to the office of the chairman of the mathematics department.

It is conceivable that the elementary school resource center might eventually be expanded to include other subject areas as the programs in those areas reach the same stage of development.

1. The amount of money suggested by the steering committee was $1000.
2. It was pointed out that although the elementary school resource center may serve both elementary school teachers and Rindge math teachers, there may be occasions when the Rindge teachers would find the CHLS center more useful and vice-versa. Hence the centers should be open to all teachers as they need them.

ESTIMATED COSTS FOR CHANGES IN THE MATHEMATICS TEXTBOOKS FOR CAMBRIDGE ELEMENTARY SCHOOL GRADES K-3

SCHOOL	ESTIMATED COST
Abraham Lincoln	$ 222.75
Agassiz	203.35
M.E. Fitzgerald	962.68

Fletcher	212.40
Haggerty	564.68
Harrington	1519.20
Houghton	36.00
Longfellow	642.90
Morse	171.00
Peabody	163.20
Putnam	50.40
Roberts	655.05
Russell	64.00
Thorndike	289.36
Webster	148.50
Total	$5904.47

ESTIMATED COSTS FOR MATHEMATICS RESOURCE CENTERS

Elementary School Resource Center		Secondary School Resource Center	
Furniture	$1260	Furniture	$1070
Equipment	1240	Equipment	1315
Materials	1000	Materials	1125
Total	**$3500**	**Total**	**$3510**

Total Proposed Amount For Both Resources Centers $7010.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that Joseph G. Sateriale, Director of Mathematics, be invited to attend the next regular meeting of the School Committee for the purpose of discussing the foregoing report.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the Superintendent be authorized to complete the Title VI Compliance Report on Minority Groups as issued by the United States Office of Education.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Thorndike School building be released to the City of Cambridge forthwith.

REPORTS OF COMMITTEES

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll-call to accept the Report of the Committee on Buildings & Grounds set forth below and that the recommendations contained therein be adopted: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

COMMITTEE ON BUILDINGS & GROUNDS

Present: Mr. Clinton, Chairman; Mr. Duehay, Mr. Fitzgerald.

Your sub-committee is pleased to report that the transfer of the Thorndike School to temporary quarters in the Sacred Heart School Building was accomplished without incident and the school was in complete readiness to receive pupils and teachers on the opening day of school. The sub-committee recommends that the School Committee commend very highly City Manager James Sullivan, Ralph Dunphy Superintendent of Public Works and

William Crocker, City Electrician for their untiring efforts and excellent work in accomplishing this transfer in the short time allotted. It is also recommended that Mrs. Mary Mulcahy, Master of the Thorndike School, and her entire staff be complimented for their efficiency in completing this transition.

It was voted to recommend that a bid received for general contract work in erecting interior petitions for departmental offices, be rejected and the bid deposit returned to the only bidder.

It was voted to recommend that a contract be awarded to Kendall Boiler & Tank Co., Inc., of Cambridge for retubing boilers at the Haggerty School at a total price of $1,547.00.

It was voted to recommend that a contract be awarded to J. Praino Co., of Jamaica Plain, the second lowest bidder, for installation of floors at Rindge Technical School, inasmuch as the lowest bidder stated that he could not complete the work in time specified.

At the regular meeting of the School Committee held on September 3, 1968, your committee provided each member with a copy of a contract offer by the negotiating committee for the School Committee which was compiled after many, many meetings with the negotiating committee for the custodian's union during the past year. Attached to the proposed contract was communication received from Mr. Howard Doyle, representing the union negotiating committee, recommending still further changes in the agreement. Your subcommitte recommends that the proposed changes be rejected in toto and that the School Committee authorize its negotiating committee to resubmit as its final draft the proposed contract above referred to.

Respectfully submitted,
DANIEL J. CLINTON-Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Question came on a proposed amendment to the rules by Mr. Good at the meeting of September 3, 1968 "that for the purpose of conforming to City Ordinances the following sentence be added to Sec. 4(a of Chap. XIV. After twenty (20) years service on June 1, five (5) weeks vacation." Mr. Good moved, seconded by Mr. Solomons, that the proposed amendment be referred to the negotiating committee for study with the request that the negotiating committee consider that the School Committee has prided itself on being first among other city departments except in the subject matter of the proposed amendment.

Tabled Matters:

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to take from the table the matter of extending the school lunch period for the purpose of serving hot lunches to needy elderly persons, as received from Mr. John A. Collins. It was voted that inasmuch as the matter has been taken care of earlier in this meeting that it be taken from 'tabled matters'.

Mr. Fitzgerald moved, seconded by Mr. Good, that David E. Hockman, present Assistant Superintendent of Schools, be appointed Deputy Superintendent of Schools at a salary of $23,000.00 per year, effective September 1, 1968. A substitute motion by Mr. Wylie, seconded by Mr. Duehay "that the position of Deputy Superintendent and the two present vacancies of Assistant

Superintendent be widely advertised for a period of not less than sixty (60) days by the Superintendent" failed of adoption on the following roll-call: Mr. Duehay, Mr. Solomons and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay". On the following roll-call it was then voted to adopt Mr. Fitzgerald's motion, seconded by Mr. Good, that David E. Hockman, present Assistant Superintendent of Schools, be appointed Deputy Superintendent of Schools at a salary of $23,000.00 per year, effective September 1, 1968: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Good, seconded by Mr. Wylie, it was voted that whereas there are three vacancies in the position of Assistant Superintendent of Schools in the Cambridge School Department, that these three positions be advertised for a period effective September 17 through November 8, 1968 at which time applications will close and during said period applications may be filed by interested applicants.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted that the Cambridge School Committee proudly extend its congratulations to the Don Juan Drum and Bugle Corps for finishing first in the Drum and Bugle Corps world open chamiponship held in the Manning Bowl in Lynn on August 30, 1968 and for finishing second in the Eastern Massachusetts Finale on September 15, 1968.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call that the members of the School Committee, members of the Superintendent's staff and the Secretary of the School Committee be authorized to attend the annual conference of the Massachusetts Association of School Committees on October 18 through October 19, 1968 at West Harwich, Massachusetts at a cost not to exceed $200.00 per person: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been suspended, a motion by Mr. Fitzgerald, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail), failed of adoption.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the Cambridge School Committee submit the following resolutions to the Executive Committee of the Mass. Association of School Committees with the request that they be placed on the agenda for the October, 1968 conference of the Massachusetts Association of School Committees: (Mr. Fitzgerald is recorded as voting "Present").

1. Resolved: That the study of the Massachusetts Advisory Council on Education on Teacher Certification and Preparation in Massachusetts is commended as a significant and timely examination, and that the Advisory Committee and the Department of Education are urged promptly to hold public hearings, refine its recommendations, and develop proposed legislation in this important area.

2. Resolved: That the Governor and the Commonwealth's Board of Education are hereby urged to take appropriate steps to revise upwards the salary schedules in the Commonwealth's Department of Education to ensure that the Department can compete effectively in the employment market, and can attract and hold educators and administrators of the finest caliber in the service of public education in Massachusetts, and that the Association support legislative efforts to provide adequate budgets for this purpose.

3. Resolved: That legislation be developed and supported which would increase the Commonwealth's assistance to cities and towns for educational purposes by (1) contributing toward the cost of land for school sites, (2) reducing the burden of carrying interest charges on bond issues for school construction by Commonwealth payments of such interest charges as are incurred for municipal borrowings which are allocable to assistance under existing law is intended to cover, and (3) extension of financial assistance to a portion of the cost of approved in-service teacher training programs.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted that the City Manager request the Traffic Director to paint all school crossings surrounding the public school buildings in Cambridge.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the Superintendent inform the teachers of the Cambridge public schools through the Headmasters that the National Defense Education Act will pay in part or in full cost of further educating teachers in subjects such as new math.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in executive session.

Executive Session

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that Anne E. Valenti, Art Teacher in the primary grades, be granted a leave of absence without stipend from September 1, 1968 to June 30, 1968.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that George J. Saideh, 7th grade teacher at the Morse School be appointed to the Staff Council on Personnel Development to fill the vacancy caused by the resignation of Miss Joan Petit, said appointment being in accordance with the contract between the teachers and the School Committee.

The Superintendent recommended that the following persons be elected teachers in the Cambridge School Department at the salary and assignment as indicated, effective September 17, 1968:

Haggerty	Marjory A. Harper	Teacher Gr. 2	$6500. per yr.
Roberts	Diane E. Bushner	Teacher Gr. 7-8	6200. per yr.

The chairman ordered the Superintendent's recommendation placed on the 'calendar' as required by the rules. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was unanimously voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted on the following roll-call to adopt the Superintendent's recommendation that the teachers listed above be elected: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been again suspended a motion by Mr. Good, seconded by Mr. Wylie, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent recommended that Edmond J. Murphy, Assistant Headmaster-in-charge of data processing at the High & Latin School receive a stipend of $1,000.00 for work performed during the summer months, 40 days at $25.00 per day, in accordance with the rules of the School Committee. On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having again been suspended, a motion by Mr. Clinton, seconded by Mr. Good, to reconsider the foregoing vote, (hoping same would not prevail) failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in regular session;

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adjourn:

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING: Tuesday, October 1, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was unanimously voted to suspend the regular order of business for the purpose of discussing a report submitted by Mr. Joseph Sateriale, Director of Mathematics. Mr. Sateriale appeared and discussed at length the report in question. At the conclusion of the hearing it was unanimously voted to express to Mr. Sateriale the School Committee's appreciation for attending the meeting and for his excellent presentation.

The chair ordered the regular order of business resumed.

Question came on approval of the minutes of the previous meeting. It was unanimously voted to correct the wording in the motion concerning the Cambridge Volunteer Project as appearing on the first page so that the motion will read as follows: "On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted that the Cambridge School Committee is happy to extend its warmest congratulations and high commendation to the Cambridge School Volunteer Project for their excellent civic programs, etc.". It was also agreed to correct the spelling of Mr. Duehay's name in the Report of the Committee on Buildings & Grounds. On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to approve the minutes of the meeting of September 17, 1968 as corrected.

There being no objection, the chairman ordered placed on file a communication from Mrs. John Good thanking the committee for their kind expressions during her recent illness.

There being no objection the chairman ordered made part of the minutes the following communication received from Mrs. Martin Luther King, Jr.:

School Committee
Cambridge, Mass.

September 13, 1968

Dear Mr. O'Connell;

Please convey my thanks to your School Committee for the naming of the MartinLuther King, Jr., Elementary School. This type memorial is especially pleasing to me and my family since my husband had a singular interest in the education of children. Thank you again for your kind expression.

Sincerely yours,
/s/Corretta S. King
(Mrs. Martin Luther King, Jr.)

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to accept an invitation extended by Cambridge Post 27 American Legion to attend their annual Installation of Officers at the Post Quarters on Friday evening, October 11, 1968 at 8:30 p.m.

The following communication was received from John H. Corcoran, Assistant City Manager:

Edward J. O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass.

September 26, 1968

Dear Mr. O'Connell:

The following order was passed by the City Council under date of September 23, 1968:

> "Ordered: That the City Manager be and hereby is requested to direct the School Department to adopt the school lunch program in the Houghton, Longfellow, Roberts and Webster Schools, and other schools where possible."

If there are any built-in problems in connection with the implementation of this order, please let me know.

Yours truly,

John H. Corcoran
Asst. City Manager

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted that the Assistant City Manager and the City Council be made aware of an excellent report adopted at the School Committee meeting of December 20, 1966, which includes provisions for hot lunch facilities in all our elementary schools and that this report has been implemented by establishing hot lunch programs at the Longfellow and Roberts Schools which will be in operation within a very short time and, further, that the plans for the proposed three new elementary schools include facilities for central kitchens to provide satellite lunch programs in all of the schools which are not presently equipped for this purpose; and further that the Assistant City Manager and City Council be informed that the School Committee is cognizant of the fact that it is not the prerogative of the City Council or the City Manager to "Direct the School Department to adopt programs" and that the School Committee is fully and actively conscious of its duties and responsibilities imposed upon it by the general laws of the Commonwealth of Massachusetts.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from Deputy Superintendent David E. Hockman:

School Committee
1700 Cambridge Street
Cambridge, Massachusetts

September 27, 1968

Gentlemen:

I thank the members of the School Committee for your confidence in my ability to meet the high standards of educational excellence which you have established.

My resolve is to continue to meet those standards and to present for your consideration programs which will expand the scope of that excellence.

I am indeed fortunate in your choice of my immediate superior whom I respect as an educator and value as a friend.

Certainly my objectives will be more, but if, through some administrative or personal act, I can each year reach the mind or heart of even one student and change his or her life for the better, I shall feel that I have fulfilled that promise which you saw in me.

Sincerely,

David E. Hockman

There being no objection, the chairman ordered made part of the minutes the following communication from the Cambridge Teachers' Association.

Cambridge School Committee
Cambridge, Massachusetts

September 18, 1968

Dear Sirs:

Under the provisions of Article II of the contract between the Committee and the Association, the Association wishes to notify the Committee that it is ready to begin negotiations for a successor agreement to the present contract.

The negotiation Committee of the Association will be very happy to meet with you at the earliest convenience to begin these negotiations.

Very truly yours,

/s/Peter Nelligan, President

The Superintendent reported the marriage of Barbara DeSantis, teacher at the High & Latin School on June 30, 1968 to John H. Preston and her name will now appear on our records as Barbara Preston; of Helen A. King, teacher at the Putnam School to John E. McGah on June 29, 1968 and her name will now appear on our records as Helen A. McGah; of Theresa L. Tompkins, teacher at the High & Latin School on June 15, 1968 to Lawrence A. Kelly, and her name will now appear on our records as Theresa L. Kelly.

On motion by Mr.Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that Marie A. Hyde, teacher in the Physical Education Department, be granted leave of absence without loss of stipend for the purpose of serving on the New England Association of Colleges and Secondary School Evaluation of Scituate High School on October 21, 22, 23, 1968.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the March of Dimes be granted permission to conduct their annual March of Dimes Program in the public schools, it being understood that all contributions will be on a voluntary basis.

The Superintendent reported with sincere and personal regrets the death of an outstanding educator, Mr. John W. Wood, Headmaster Emeritus of the Rindge Technical School. On motion by Mr. Solomons, seconded by Mr. Good, it was voted that the School Committee express to Mr. Wood's next of kin their sincere sorrow upon learning of Mr. Wood's death. Mr. Wood was appointed a teacher in the Cambridge School Department in 1899, appointed Headmaster of Rindge Technical School in 1907 in which positions he served until his retirement in 1950.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Cambridge School System Participate in the International Teacher Development Program, as set forth in detail in the following communication from Mr. John A. Geovanis, Senior Supervisor in Secondary Education, Massachusetts Department of Education.

September 12, 1968

Mr. Edward A. Conley
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

Dear Mr. Conley:

Again this year Commissioner of Education, Dr. Owen B. Kiernan, has agreed that Massachusetts participate in the International Teacher Development Program, in cooperation with the U. S. Office of Education and the Department of State.

After the foreign teachers arrive in Massachusetts from their college or university residence as described in the bulletin enclosed, The International Teacher Development Program, Massachusetts' participation involves two phases. The first phase of the foreign teachers' experiences in Massachusetts will be a day or so here in the Department of Education in an orientation program. The second phase involves the foreign teachers going individually to specific communities in the Commonwealth for observation of schools for the period from January 24, to February 16, 1969. It is in connection with this second phase that I am writing, and inviting your school system to participate in the 1969 Massachusetts program.

Eleven teachers of English as a foreign language will be assigned to Massachusetts. These teachers will be particularly interested in observing and learning the methods and techniques of teaching foreign language in our public schools. They are also interested in the programs that we have developed for the teaching of English to immigrants in this country. In surveying the Commonwealth, your community has been recommended for having the educational program which will best meet the needs of these foreign visitors.

It should be clear that travel expenses and the living expenses of each teacher, including board and room, are not the responsibilities of the community accepting the invitation, since the Federal Government provides each teacher with funds for this purpose.

I know you will want to talk over the possibilities of the program with the secondary school principal and with your school committee. I will forward to you a copy of the bulletin, Welcome Stranger, which will give you an over-all picture of the community's phase of the program as soon as they arrive from Washington.

The Department has been greatly impressed with this program in our fifteen years of participation. I know that the Massachusetts communities which have participated in the program are cognizant of the rich opportunities afforded them through the program, and have appreciated the mutual understandings which developed. Should your school wish to participate, please notify us on or before September 39, 1968 so that we may complete arrangements.

Sincerely,

John A. Geovanis
Senior Supervisor in Secondary
Education

JAG:cm

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that the following notice for the position of Director of Language Arts be approved:

DIRECTOR OF LANGUAGE ARTS
CAMBRIDGE SCHOOL DEPARTMENT

CURRICULUM DEVELOPMENT
PROGRAM SUPERVISION

SALARY
$13,520 — $15,080

QUALIFICATIONS:

1. Concentration in Language Arts either in Bachelor or Master's Program.
2. Fifteen semester hours beyond Master's degree in Language Arts and six hours in either administration or supervision.
3. Seven years experience in teaching or as department administrator.

INTERESTED CANDIDATES SHOULD SEND A DETAILED RESUME BY NOVEMBER 30, 1968.

Substantiating evidence must accompany the application.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted that the following report on the Rindge Technical Institute, be made part of the minutes:

RE: THE RINDGE TECHNICAL INSTITUTE, CAMBRIDGE, MASS.

It is not possible to enter upon a discussion of the Rindge Technical Institute without first acknowledging the debt we owe to the Cambridge Chamber of Commerce and its Executive Vice President, Mr. Frank Townsend. From this body comes the membership of the Advisory Committee of the Rindge Technical Institute and without the advice, assistance and support of this group the task of establishing the Institute would have been a much more difficult experience.

The Rindge Technical Institute was established in 1965 by vote of the Cambridge School Committee and it opened in September of that year. It is a federally-sponsored program under the Vocational Act of 1963. For residents of Cambridge there is no charge beyond a twenty-five dollar laboratory fee. Students who enroll from other communities incur a tuition fee of $600.00 per year. This expense is borne by the community from which the student comes. Upon showing a receipt for tuition paid, the community is then reimbursed to the extent of 50% or $300.00.

Despite the attractive aspects of free tuition and the assurance of lucrative employment upon completion of two years of training, the Institute encountered difficulty in attracting students who wished to embark on a technical and scientific career. At present, the program offers two years of training in electronics technology and a course of ten months duration, in Medical Records Technology. We contemplate establishing a two-year course in Bio-Medical Technology in the future. During the year 1967-68 with the assistance of funds from Title III of the Elementary and Secondary Education Act, we worked to make the opportunities available in technical fields known to as many students as possible both in Cambridge where our primary effort was focused and in the surrounding communities. This recruitment effort is bringing us results for we have at this time twenty-two students in Electronics Technology and on October 7, we shall admit a capacity class of fifteen students for the second course in Medical Records Technology.

At the same time we are continuing to attract more students to the program by offering them practical experience at N.A.S.A. during their senior year in high school. In this phase of activity, twenty-five to forty 12th grade students, who wish to prepare for the technical institute, have their academic work completed by 1:00 P.M. each day and report to N.A.S.A. at 1:30 where they work each afternoon until 4:30 P.M. During vacations they can work full time.

This experience has proven to be worth the academic credit that would normally be earned in school during this time a student spent in a shop or laboratory and it is granted to him or her on this basis. Also, during the term of this experience the students are paid at the minimum wage rate. N.A.S.A. furnishes the billets and Y.O.C. provides the funds for this program.

We are able to offer this exploratory experience to twelfth grade students in the Cambridge high schools only.

In making the advantages of the Institute known to Cambridge residents and the people in other comunities, the Rotary Club of Cambridge has also been most helpful. The Club underwrote the cost of our latest brochure in the spring of 1968 and is providing funds for a tour of N.A.S.A. and Cambridge industry for guidance counselors from Cambridge and surrounding communities during the fall months.

In the Technical Institute students are programmed for twenty-four hours of classes per weak in both the thirteenth and fourteenth years. Additional hours of outside preparation are required. The fourteenth year students have the opportunity of working for one or two afternoons a week at the M.I.T. Instrumentation Laboratory in lieu of a laboratory session in Rindge. This has proven so successful that we expect to expand our modest beginning in this area.

The subject matter of the course in Electronics Technology and includes English, Math, Physics, Electricity, Electronics and Chemistry. In Medical Records Technology the students study English, Typing, Biology, Medical Terminology and the systems of keeping hospital records. In this connection it should be noted that the students spend a part of their training period on field work in the hospitals through a co-operative arrangement between the Cambridge School Department and the Childrens' Medical Center in Boston. Other co-operating hospitals include the Massachusetts General, Peter Bent Brigham, Beth Israel and the Boston Hospital for Women.

As of this date the Rindge Technical Institute is on a firm foundation. It will continue with your assistance and support, to broaden educational opportunities for graduates of the secondary schools and to provide trained personnel so badly needed in the service and the industrial fields of employment.

Edward A. Conley
Superintendent of Schools

On motion By Mr. Solomons, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Superintendent's recommendation that Mary E. Mulcahy, Master of the Thorndike School and Winefred M. Linehan, Director of Primary Education, be granted leave of absence without loss of salary for the purpose of attending the institute on the topic "Identifying, Evaluating and Educating Children with Special Disabilities" on October 21, 22, 1968 at Marblehead; and further, that Mrs. Mulcahy and Miss Linehan be granted the sum of $50.00 each to cover expenses necessary to attendance at this institute: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

It was unanimously voted to make part of the minutes the following report from the Superintendent relative to four seniors of the High & Latin School who were named National Merit Scholarship semi-finalists, and to extend the School Committee's congratulations on their fine achievement:

October 1, 1968

The following announcement is respectfully submitted for the information of the Members of the School Committee:

Four Cambridge High and Latin seniors were named National Merit Scholarship semi-finalists it was announced today by CHLS Headmaster Raymond G. D'Arcy. Honored are Joan Brathwaite, 51 Washburn Ave., Maro Dally, 2 Farrar St., Ralph Gifford, 1 Hillside Place, and Deborah Winn, 108 Lexington Ave., all of Cambridge.

The 15,000 semi-finalists appointed today are among the nation's most intelectually able high school seniors and will compete for some 3,000 Merit Scholarships to be awarded in 1969.

The semi-finalists were the highest scorers in their states on the National

Scholarship Qualifying Test given last February in 17,5000 schools nation-wide, They constitute less than one per cent of the graduating secondary school seniors in the United States.

The semi-finalists show high promise for leadership in their adult careers, according to John M. Stalnaker, president of the National Merit Scholarship Corporation. "They have already demonstrated both high intellectual capacity and a readiness to develop their abilities," he said.

"These students deserve credit and honor. They bring honor to their families, who deserve much credit, as do their teachers and their communities. Their future success, however, will depend increasingly upon their ability to become productive at the high intellectual levels of which they are capable."

Semi-finalists must advance to Finalist standing to be considered for Merit Scholarships, since all winners will be selected from the Finalist group. Semi-finalists become Finalists by receiving the endorsement of their schools, submitting scores from a second examination, and providing information about their achievements and interests.

Every sem-finalist who becomes a finalist will be considered for one of the 1,000 National Merit $1,000.00 Scholarships, allocated by state. Many will also be considered for the four year Merit Scholarships provided by some 400 corporations, foundations, colleges, unions, trusts, professional associations, other organizations and individuals.

Winners of fou-year Merit Scholarships may receive up to $1,5000.00 a year for four college years, depending on their individual need. Winners of the National Merit $1,000.00 Scholarships will receive one-time stipends of $1,000.00 upon enrollment in college.

High school grades, accomplishments, leadership qualities, extra-curricular activities, and school citizenship of the Finalist are evaluated, along with test scores, in selecting Merit Scholarship Winners.

Names of the winners in the 1968-69 Merit Program will be announced by early May, 1969. Some 18,700 students have received Merit Scholarships in the thirteen annual programs to date. Nearly $60 million in financial assistance to Merit Scholars and their colleges has been expended or committed through the Merit Program to date.

Edward A. Conley,
Superintendent of Schools

The Superintendent presented the following report by the teachers of English as a Second Language which was received during the summer but its content is still important for it reflects a problem of serious concern to the School Department. The Superintendent further reported that four of the recommendations proposed have been implemented and recommended that the fifth recommendation be approved. On motion by Mr. Good, seconded by Mr. Duehay, it was voted that this excellent report be accepted and the recommendation contained therein be adopted:

At the present time there are thirteen imigrant students in a special English language class taught by Mr. Joseph Sullivan at Rindge and sixteen in a similar class at C.H.L.S. taught by Miss Ann Hilferty. The children in these classes are receiving special training in language and academic skills in hope that they can be speedily integrated into regular programs in the school system. In some cases this integration has been gradual and cumulative. At first, children participate in classes which require less verbal activity, such as shop, home economics, art, and some of the math courses and in classes in their own language when offered. Then, as they advance in mastery of English, the students are entered into more demanding academic subjects.

Most of the students in Mr. Sullivan's class have received relatively few years of education in their own countries before coming to America, and most of the students in Miss Hilferty's class have received more years of education up through part of their high school training, which they stopped only to come to America.

Mr. Sullivan and Miss Hilferty have found that these two different types of imigrant child, i.e. the less-educated and the well educated, require two different sets of teaching approaches, and can be taught effectively only in separate classes.

They also believe that it is crucially important for the immigrant child of fourteen years of age or over to begin his schooling here in high school so that he is in an atmosphere among children of his own age, even if his total integretion into the regular school classes is gradual. If the child over fourteen years does not have this healthy atmosphere among children his own age whom he can look forward to joining, then we can predict emotional problems, early dropout rates, and future delinquency.

We recommend that an admissions group consisting of Basic English teachers and other school officials be set up at the beginning of the 1968-1969 academic year, and that all new students of fourteen years or over applying for admission to school, who were not born in the United States, be interviewed by this group and placed in classes according to educational backgrounds and levels of master of English.

These suggestions bring about logistical problems, notably the less educated girls at C.H.L.S., and the rapid-learning boys at Rindge. These groups should receive separate instructions, because, as we pointed out at the beginning of this paper, they require different approaches from the main groups, at their respective schools. Further, teaching them would require regular changes in materials and techniques which neither Mr. Sullivan nor Miss Hilferty has the time to make every day.

An additional problem in the rapidly increasing number of immigrant students. A year in the Basic English class gives the student a start in English, and a feeling of confidence about going further in his command of the language. But the student can hardly hope to gain 'perfect' command in such a short time, and will need a year or two more of work with a specifically experienced teacher.

Furthermore, most of the students of the academic year 1967-1968 will return to study Basic English during 1968-1969 on a higher level. This means that in 1968-1969 Mr. Sullivan and Miss Hilferty will be responsible for most of their present twenty-nine students, in addition to approximately thirty-one who will probably be graduated from elementary schools. We can conjecture on the basis of this year's experience that there will be about fifteen new students of age fourteen or over entering the country. There may also be an influx of girls from Girls' Vocational, but we haven't been able to get figures on that yet.

It is reasonable to expect that there will probably be seventy-five students of fourteen years of age or over in need of E.S.L. classes at Rindge and C.H.L. next year. Two teachers will not be enough to accommodate these numbers: an ideal second-language class contains eight students. Beyond a minimum of fifteen students, a second language class cannot be at all effective. Therefore if there will be about forty-six new students from elementary schools, and additional new immigrants, there should be at least three basic classes. This necessary so that the beginning student can participate in a class in which he spends the greater part of the day with the same teacher. He will be responsible for explaining the school proceedure, teaching language, and arranging the rest of the student's academic training.

We urge that another teacher of E.S.L. be hired next year to train students on the high school level. This should solve both the problem of the two types of students, and the overwhelming numbers expected next year. Another teacher will allow Mr. Sullivan and Miss Hilferty classes of no more than the saturation level of beginning students in addition to the advanced classes remaining from this year.

We recommend that the third second-language teacher rotate his duties, one-half a day at Rindge Technical School and one-half a day at Cambridge High and Latin School.

The following paper is a brief description of the present situation in English as a Second Language class at Rindge Technical School and Cambridge High and Latin School. It contains recommendations for the program during the academic year 1968-1969;

(1) That all students of fourteen years of age or older who are in need of training in English as a Second Language be admitted to classes available at the high school level, regardless of their previous educational backgrounds;

(2) That such students who have had less than six years of elementary education in their own countries be admitted into Rindge Technical School, and that all girls and those boys who have had at least six years of elementary education in their own countries be admitted into Cambridge High and Latin School;

(3) That a special interview board be established consisting of E.S.L. teachers from the two schools and other members of the school system; and that this board interview all new students not born in America who are fourteen years of age or older, to decide their placement in a regular program or in one of the E.S.L. programs;

(4) That an additional E.S.L. teacher be hired because of the increasing number of students at the high school level, and the logistical problems of the low-achieving girls at Cambridge High and Latin School, and the high-achieving boys at Rindge Technical School;

(5) That a cooperative arrangement be worked out in which the new teacher could divide her duties between Rindge Technical High School and Cambridge High and Latin School.

The number of Foreign-born students in need of training in English as a Second Language at the high school level, anticipated at C.H.L.S. and R.T.S. during the year 1968-1969:

1. Students presently at C.H.L.S. and R.T.S. who will need advanced training next year:

Mr. Sullivan	13
Miss Hilferty	16
Total	29

2. Students aged fourteen or over who will be comming from the Cambridge Elementary Schools next year:

Miss Brown	8
Mrs. Seabrook	15
Miss Bailey	7
Miss Odiorne	1
Miss Belknap	0
Girls' Vocational	?
Total	31+

3. New arrivals from other countries:

Projected	15
Grand Total	75+

Edward A. Conley,
Superintendent of Schools

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following report on a Headstart Program for the Mentally Retarded Children:

> "The Superintendent is aware that in accordance with General Laws, Chapter 71, Section 48, that children of retarded mental development of school age are eligable to attend Special Classes in the public schools. However, the Massachusetts Department of Education has established a nursery school in Cambridge for these children. This school is in the Cambridge Mental Health Center at 5 Sacramento Street, Cambridge. The age range is from 2½ years to 7 years. Pupils from the nursery school are eligible for admission to the special classes in the Cambridge Public Schools when they reach school age. The Superintendent would certainly study this situation further however, if the needs of these children are not being met."

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the survey of pupils being transported by school buses operated by the Cambridge public school system be approved and that the Director of Safety be instructed to notify bus companies whose equipment we use, as to law on standees and also inform them of the policy of the Cambridge School Committee:

Mr. Edward A. Conley, Superintendent
Cambridge Public Schools
1700 Cambridge Street
Cambridge, Mass.

September 18, 1968

Dear Mr. Conley:

In response to the School Committee's request, I have conducted a survey of pupils being transported by school buses in operation in the Cambridge Public School System. My findings are most encouraging.

A seat is provided for all who enter the bus, standees are not permitted, and the bus does not move until all occupants are seated.

The state legislature recently passed a law, initiated by Representative Charles Flaherty of Cambridge, which prohibits standees in certain school buses. The Cambridge Public Schools bus operators comply with this law and have observed it for many years.

Many safety measures are taken to maintain an accident free School Bus Program.

Monitors are provided for all buses taking children to and from school, athletic coaches accompany their teams, a teacher rides with the children on field trips, and all pupils are instructed in the safe use of the school bus as part of their safety education.

The school buses are inspected by the Registry of Motor Vehicles five times a year, plus two other state inspections. The operators have a special license and special qualifications. Registry Inspector William Donahue had praise for our school bus safety record.

There has never been a report of a child injured while riding a school bus.

The following resource people were used in this survey: Headmasters, Masters, teachers, athletic personnel, Registry of Motor Vehicles, and School Bus personnel.

Sincerely yours,

Charles H. Cremens, Director
Health and Safety Education

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to accept the following excellent report received from the Superintendent relative to allowing the private and parochial schools of the City of Cambridge the use of public school facilities:

The Superintendent has conferred with the Rt. Rev. Albert Low, Superintendent of Schools for the Archdiocese of Boston and the following proposal has been suggested that each public school make known to the private and parochial schools in its district times that a facility of the public school was not being used. The private or parochial school would then schedule the use of the facility if so desired. With School Committee approval this plan will be implemented.

The Superintendent is aware that in Cambridge the use of the physical education facilities in some of our schools has been approved by the School Committee in the past and assumes that this policy will continue. Moreover, the activation of the Community School in our schools will allow all citizens to make use of the school facilities.

In addition, pupils from non-public schools have attended classes in the After School Centers, the evening schools, and the summer schools. Teachers from non-public schools are welcomed at our workshops if there be vacancies.

It is the Superintendent's understanding that this continuing policy of the Cambridge School Committee has met with the approval of the non-public schools.

Edward A. Conley,
Superintendent of Schools

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call that the report of the Committee on Athletics set forth below be accepted and the recommendations contained therein be adopted: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been suspended a motion by Mr. Good, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption:

COMMITTEE ON ATHLETICS
Friday, September 27, 1968

PRESENT: Mr. Good, Chairman
Mr. Solomons
Mr. Wylie

Applications were examined for the position of Head Coach of Basketball at Cambridge High and Latin School, and the Director of Physical Education and Athletic Activities recommended that John J. Balfe, present Assistant Coach be appointed Head Coach at a stipend of $1,000.00 for the season. Your sub-committee recommends adoption of the Director's recommendation.

It was voted to recommend adoption of the Director's nomination of Robert J. Tierney, teacher at Rindge Technical School, to fill the position of Locker Room Attendant at Rindge Technical School at a stipend of $6.00 per day.

It was voted to recommend adoption of the Director's nomination of William J. Downing, teacher in the Physical Education Department, as Elementary Football Official at a stipend of $85.00 for the season.

It was voted to recommend adoption of the Director's nomination of Karen D. Shirack and Mary E. Mosher as girls' swimming instructors, at $9.50 per day.

It was voted to recommend adoption of the Director's nomination of the following persons female instructors for the elementary intramural sports:

Karen Shirack
Patricia Mullin
Barbara Gladstone $4.00 per hour
Maryanne Bergeron
Mary Mosher

It was voted to recommend that authority be granted to the Director of Physical Education & Athletic Activities, with the advice of the Head Coach of Basketball and the Faculty Manager at Rindge Technical School to purchase and have installed a new electric score board for the Rindge Technical School gymnasium at a price not to exceed $1,000.00.

It was voted that the City Manager be requested to investigate the facilities at Russell Field with a view to making immediate repairs to the facilities used by the public and the school athletic program.

It was voted to recommend approval for the payment of a dental bill of $75.00 for work performed on Earl Darlington, an elementary school athlete hurt during competition.

Respectfully submitted,
John A. P. Good, Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to adopt the text books recommended by the Superintendent at the meeting of September 17, 1968.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation presented at the meeting of Sept. 17, 1968, to amend Chapter VII, paragraph entitled"Departmental Assistant Directors" as shown on pages 36 and 37 of the printed book of rules of the School Committee and change the requirements for the position of Assistant Director of Audio Visual Education by striking out the words "Bachelor degree in the specified field" and substitute the words "and must have had courses in the specified field".

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that Whereas, the accomplishments of former students of our Cambridge Public Schools have always en a source of great interest and pride to the staffof the Cambridge School Department and to the Cambridge School Committee in particular, therefore be it, Ordered: That in support of the fact that the Cambridge School System is one of the finest in the Commonwealth of Massachusetts, the Cambridge School Committee is happy to record in its minutes the academic achievements of Noel Solomons, a native of Cambridge who attended the Cambridge public schools, kindergarten through high school, was graduated cum laude from Harvard University and admitted to Harvard Medical School on scholarship and who, because of his zeal, perseverance and application of his talents to the honored study of medicine, was awarded a fellowshio by the Harvard Medical School in 1967 to Lima, Peru and again in 1968 was selected for a fellowship to Bogota, Columbia, South America; and, be it further ordered: that the Cambridge School Committee extend to Noel Solomons its heartfelt congratulations and best wishes for continued success in his chosen field.

The chairman ordered placed on the 'calandar' as required by the rules, the following proposed amendment to the rules presented by the Superintendent: That Section 13(d) and Section 13(f) of Chapter IV be stricken out and the following substituted.

Chapter IV, Section 13(d). Advertisements: All expenditures for supplies, equipment and repairs involving an amount of $2,000.00 or more must be advertised for bids, etc.

Chapter IV, Section 13(f). Contracts: He shall prepare all contracts in writing on supplies, equipment and repairs that involve an amount of $2,000.00 or more.

Mr. Clinton moved, seconded by Mr. Good, that the rules notwithstanding that Margaret Leahy, teacher at Cambridge High & Latin School, be permitted to apply for the position of Director of Language Arts in the Cambridge School Department and that said application be evaluated by the Board of Examiners. Mr. Duehay placed objection against action at this meeting and the chair ordered the motion placed on the 'calandar' as required by rules.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted that the Superintendent study and determine the needs of the Building and Grounds Department in order to inform the committee whether unmet needs exist and whether additional positions are needed to carry out routine maintenance in the schools; said study to be completed in time to report his findings to the Committee on Buildings and Grounds for their consideration of the 1969 budget.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to refer to the Superintendent for study and report the following proposed motion:

> "That the School Committee request the City Manager to immediately take whatever action is necessary to add a second floor to the present M.E. Fitzgerald annex in order to alleviate a very serious overcrowding of said school with the accompanying decrease in the quality of education, inescapable in this situation".

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the Superintendent study the School Department requirements relevant to clerical help and report his findings to the committee in time for the preparation of the 1969 School Department budget.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the teachers' section in the Cambridge High & Latin School cafeteria be made more suitable by removing the portable partitions presently in place, and replace same with a permanent structure of paneling.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in executive session.

EXECUTIVE SESSION

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that the following Board of Examiners be approved to conduct an examination to establish a list for the position of Elementary Master:

Dr. Lawrence H. Anderson, Asst. Superintendent of Schools, Arlington, Mass.

Dr. Courtney B. Cazden, Asst. Professor of Education, Harvard University

Dr. Lawrence J. Newell, Director of Elementary Education, State College at Boston.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation that the stipend for the foregoing Board of Examiners shall be $200.00 each if there are nine (9) or less candidates taking the examination and $400.00 each if there are ten (10) or more candidates taking the examination; and further, that this Board of Examiners shall interview not more than the first fifteen (15) candidates in the written examination.

The Superintendent recommended that Alice D. Cody, R.N., be appointed half-time teacher in the pilot program in Health Services at the High & Latin School at a stipend of $3,400.00 for the school year. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to amend the Superintendent's recommendation by striking out the word "teacher' and substituting therefore the word 'consultant'. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation as amended: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that the persons whose names appear on the following list be approved for teaching positions in the Evening Schools and Americanization Classes".

RECOMMENDED

That the following names be approved for teaching positions in the Evening Schools and Americanization Classes:

Allen, Beatrice M.
Bourdeau, Joseph U., Jr.
Boyle, Katherine A.
Brine, Donald H.
Broderick, Ruth M.
Brown, Mary E.
Chapman, William W.
Cinelli, Ronald J.
Conley, Mary J.
Conrad, Edward J.
Corcoran, Patricia A.
Corcoran, Sheila M.
Cunningham, Caroline M.
Dynan, William J.
Egan, Thomas H.
Ferzoco, Warren G.
Fitzgerald, James M.
Forgetta, Angela T.
Golden, Jessie R.
Greenblatt, Herbert L.
Gurry, Edward J.
Haley, Thomas C.
Hunter, David T.
Jason, Walter J.
Johnson, Charles A., Jr.
Konjoian, Moses
Leary, Joanne
Leary, Robert A.
Fitzgerald, John T.
Leary, Thomas H., Jr.
Linardy, Angelina
Mangan, William J.
Marchand, Arthur J.
Mastroanni, Antonio W.
McClure, Adrienne W.
McGrath, Leonard C.
Mosca, James J.
Nicoloro, Aminda L.
Nolan, James P.
O'Brien, John J.
O'Connell, Nancy E.
O'Sullivan, Roger F.
Pacunas, Janice A.
Pedro, Gloria M.
Preston, Barbara A.
Puffer, Shirley B.
Sarasin, Edward R.
Solakian, Ashken
Starrett, Cynthia
Storti, Rita S.
Sullivan, Edward J.
Tanguay, Evelyn R.
Tierney, Martin L.
Tierney, Robert J.
Twomey, Julia A.
Verrier, Lorraine
Gintis, Marci G.

Edward A. Conley
Superintendent of Schools

The Superintendent recommended that the School Committee authorize the employment of Dr. Mary D. Bain as a consultant for the teachers of the perceptually handicapped at the rate of $25.00 an hour, four hours a week, effective January 1, 1969. Dr. Bain will not only serve the teachers but, as importantly, will identify the problem that a child has and make concrete suggestions to correct the situation. On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept the resignation of Barbara Altman, reinstated as a teacher at the Thorndike School, said resignation to be effective September 26, 1968.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the negotiating committee to begin negotiations for a successor agreement with the Cambridge Teachers Association shall be the entire School Committee, the Superintendent, the Deputy Superintendent, and the Secretary of the School Committee and that the Teachers Association be notified of this action; and further, that the Superintendent be requested to recommend the procedure to be followed in these negotiations.

Question came on the certified civil service list to fill positions of permanent part-time junior clerk-typist in the School Department. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call that Annette T. Gannon, 316 Pearl Street and Lucille C. Grace, being the only two applicants willing to accept the position, be appointed at a stipend of $13.50 per day: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that Civil Service be requisitioned for additional names to fill existing vacancies in the staff of the permanent part-time junior clerk- typists.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to adjourn.

Adjourned.

Edward J. O'Connell
Secretary of School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING: Tuesday, October 15, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons and Mr. Wylie.

In the absence of the chairman and vice chairman, the secretary called the meeting to order and informed the committee that Mayor Sullivan was out of town and Mr. Fitzgerald was confined to the hospital and that it would be necessary to elect a temporary chairman.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that Mr. Duehay be elected temporary chairman during the absence of the chairman and vice-chairman.

Mr. Duehay in the chair.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to approve the minutes of the regular meeting of October 1, 1968 as presented.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from Mr. Noel Solomons:

To the Honorable
The Cambridge School Committee October 15, 1968
Cambridge, Mass.

Gentlemen:

I wish to express my appreciation to the Honorable Members of the Cambridge School Committee and especially to the Honorable Francis H. Duehay for the distinction of being cited for 'zeal, perseverance and application of talents to the honored study of medicine'. I further express my appreciation to the contribution of the Cambridge Public School System, its teachers and my fellow pupils at the Longfellow School and Cambridge High & Latin Schools for their guidance and support in the first thirteen years of my education.

The problems of health and nutrition in Latin American and the rest of the developing world seriously require the attention and assistance of more developed countries. I would urge that the Cambridge schools look for channels whereby they might share their excellent resources with educational systems of these countries, and that the problems and aspirations of the peoples of developing countries be brought to the attention of the students of our school system that their concern and understanding may someday take the form of meaningful contributions to the advancement of these emerging societies. I thank you all again for the honor.

Sincerely yours,
/s/Noel W. Solomons, Harvard Medical School III

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of discussing a report presented by Mr. Richard Colgan, Assistant Director in charge of Guidance in the Bureau of Pupil Services, Dr. Colgan appeared and at the conclusion of the hearing it was voted on motion by Mr. Solomons, seconded by Mr. Wylie that the report be placed on the table for further study and that the committee express to Dr. Colgan their sincere appreciation for his kindness in attending the meeting and discussing the report.

On motion by Mr. Clinton, seconded by Mr. Good, it was again voted to suspend the regular order of business to hear Mr. Francis X. Hayes, 170 Harvard Street, Cambridge, representing the Model Cities CDA Board relative to a hot lunch program at the Roberts School. Mr. Hayes presented a communication from Jeremiah J. Spilewski, Chairman of the Model Cities CDA Board. At the conclusion of the hearing it was voted on motion by Mr. Good, seconded by Mr. Solomons to acknowledge Mr. Spilewski's communication and inform him that the School Committee is proceeding as expeditiously as possible to accomplish a hot lunch program at the Roberts and Longfellow schools and at the present time the School Committee is in the process of having specifications drawn and advertisements inserted for bids on a satellite hot lunch program at the Roberts and Longfellow Schools.

The committee resumed the regular order of business.

There being no objection, the chairman ordered referred to executive session a communication from Thomas P. Burns, teacher of English and Latin at the Cambridge High & Latin School relative to the position of Director of Language Arts.

A communication was presented from Edward S. Marshall, member of the Chelmsford School Committee, offering his services as a negotiator in the matter of collective bargaining with School Department employees. On motion by Mr. Solomons, seconded by Mr. Clinton it was voted that Mr. Marshall be invited to attend the next regular meeting, in executive session, for the purpose of discussing this matter.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Massachusetts State Council of the American Federation of State, County and Municipal Employees AFL-CIO:

Cambridge School Committee October 9, 1968
1700 Cambridge Street
Cambridge, Mass.

ATT:Edward J. O'Connell, Secretary
Collective Bargaining Negotiating Committee.

Gentlemen:

Pursuant to Chapter 149, section 178J of the General Laws of Mass., the American Federation of State, County and Municipal Employees, AFL-CIO

Local 1611 has requested the State Board of Conciliation and Arbitration to initiate fact-finding as a dispute exists relative to our contract negotiations.

Very truly yours,
/s/ Howard V. Doyle, President

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to accept the resignation of Margaret Perkins, cafeteria helper assigned to the High & Latin School cafeteria, effective September 30, 1968 and that Mrs. Perkins be thanked for the service she has rendered to the School Department.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to make part of the minutes the following notice received from the Cambridge City Council:

IN CITY COUNCIL

October 7, 1968

ORDERED:

That the provisions of Chapter 633, Acts of the year 1968, the same being "An Act providing that school committees shall not designate attorneys as collective bargaining representatives unless so authorized by the city council or the town meeting" be and the same hereby are excepted.

A true copy: Attest: Thomas M. McNamara
City Clerk

SUPERINTENDENT OF SCHOOLS
Reports and Recommendations

The Superintendent reported the retirement of Gladys M. Tedeschi, matron assigned to the Morse School, effective October 31, 1968.

The Superintendent presented a communication from Harry A. Parris, physics teacher at the Rindge Technical School, thanking the committee for allowing him three days leave of absence without loss of pay at the end of the last school year for the purpose of allowing him to attend teaching centers in Japan. On motion by Mr. Solomons, seconded by Mr. Good, it was voted to make the communication part of the minutes and that Mr. Parris be invited to attend the next regular meeting of the school committee to discuss the relative merits of the Japanese Schools as compared to our schools:

Mr. E. J. O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass.

October 5, 1968

Dear Mr. O'Connell:

I thank the Cambridge School Committee for having granted me three days leave of absence at the end of the last school year. This enabled me and my son Patrick who is eight years of age to make the trip from here to Tokyo with two overnight stops among friends in San Francisco and Honolulu; so

> that we arrived well-rested and somewhat adjusted to the "Time Zone Syndrome" which plagues people who travel across time zones too rapidly.
>
> In the Seven weeks I spent in the schools and teaching centers of Japan's three leading prefectures, Tokyo, Hyogo and Wakayama, I was able to observe manyof the strong points of their well-organized education system. At the same time, in spite of my difficulty with their language, I was able to detect and discuss with them many of the factors which are hampering them in their attempt to use the new American science programs in their public schools.
>
> This year I have already acted as host for one Japanese school teacher from one of the better rural high schools I visited in Hyogo Prefecture. Others will be comming here during the next few months. I hope our system will stand up under the sharp-eyed scrutiny these visitors are bound to give it.
>
> Sincerely yours,
> /s/ Harry A. Parris

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that the School Committee hold a special meeting on Wednesday, October 30, 1968 for the purpose of considering and acting on the final working drawings to be presented by the architects for the Robert F. Kennedy School (Putnam-Thorndike) and the John M. Tobin School (Russell School) and also to conduct hearings.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that, having filed the proper forms required by the rules Mrs. Joanna F. Holleran, teacher at the Harrington School, be granted maternity leave of absence in accordance with the rules, effective October 31, 1968 to September, 1970.

The Superintendent announced that in the Agenda be included a petition from Charles Cremens, Director of Health & Safety, for leave of absence for one day. However, Mr. Cremens has asked to have his petition withdrawn.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that Joseph L. C. Santoro, Director of Art, be granted leave of absence without loss of salary on October 19, 1968 for the purpose of attending an art teacher's conference at Harwich, Mass.

The Superintendent regretfully reported the resignation as a member of the Staff Board of Examiners of Dr. Ruth F. Boland, Director of the Bureau of Pupil Services. On motion by Mr. Solomons, seconded by Mr. Good, it was voted to accept Dr. Boland's resignation from this important board with full knowledge of the very long and efficient service she has rendered to the Board of Examiners and to extend their sincere appreciation for the great amount of time she has given in the selection of our excellent teaching staff.

There being no objection the chairman ordered made part of the minutes the following supplementary report on school buses as submitted by Charles H. Cremens, Director of Health and Safety:

Mr. Edward A. Conley, Superintendent October 8, 1968
Cambridge Public Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Conley:

As a supplement to my survey of Cambridge Public School buses, submitted September 18, 1968, I wish to add a report on the M.B.T.A. buses which service our secondary schools.

The Massachusetts Bay Transit Authority buses are not school buses and not subject to school bus regulations, in particular, the prohibiting of standees. Buses leaving the high schools in the afternoons have an average of eight to ten standees, the morning incoming buses have many more.

There is no record of injuries due to sudden stops according to Mr. Robert G. Delury, Supervisor of Transit at the M.B.T.A. Bennett Street yard.

The M.B.T.A. has been most cooperative. Three special high school buses come express from Magazine Street, two special buses come to the high school from the Aberdeen and Huron Avenues area-express from Saint Peter church. Extra buses are waiting on Broadway and on Cambridge St. at the close of school and the loading of these buses is supervised by M.B.T.A. atarters.

To relieve the congestion on Broadway, I have suggested that the Aberdeen buses arrive on Cambridge Street rather than Broadway, and that an additional bus be added on Cambridge Street going to East Cambridge at the close of school.

The following resource people were consulted on M.B.T.A. transportation: Headmasters, Registry of Motor Vehicles, City Clerk, Safety Officer Sgt. McCarthy, M.B.T.A. Starters James Wilson and Thomas Timoney, and M.B.T.A. Transit Supervisor Robert G. Delury.

Sincerely yours,
/s/ Charles H. Cremens, Director

The Superintendent submitted the following report for the information of e School Committee and on motion by Mr. Solomons, seconded by Mr. Good, was voted to accept the report and adopt the recommendations contained erein:

"With the co-operation of the Bureau of Vocational Education, State Department of Education and the Cambridge Office of the State Employment Service the Cambridge School Department has requested funds for a twenty week course in Clerical Typist for twenty unemployed residents of the City of Cambridge.

"If funds are made available, the course will begin in late November or early December, 1968.

"Students will be chosen by the Cambridge Office of the State Employment Agency."

Edward A. Conley
Superintendent of Schools

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to make part of the minutes the following reports from Mr. Joseph A. Keefe, Director of Science Education and from Mrs. Elizabeth R. Boyce, Director of Social Studies and that the committee express to both directors their appreciation for these excellent reports:

To: Edward A. Conley
Superintendent of Schools

From: Joseph A. Keefe
Director of Science Education

Subject: 1968 NSTA Northeast Regional Conference

Date: October 3, 4, 5, 1968

Place: Statler-Hilton Hotel, New York City

The following is a report of the Northeast Regional Conference of the National Science Teachers Association which I attended with your approval and that of the School Committee.

The theme of the Conference was an attempt to relate the important understandings of the past and the present to the needs of the future and to indicate the interaction of science with the many facets of our society. We must continue to search for ways and means in the science classroom to prepare our students for the future.

Conference Schedule

Thursday, October 3, 1968
1:00 PM—Registration
2:00 PM—4:00 PM—Examination and inspection of exhibits
4:15 PM—5:15 PM—Concurrent sessions
"21st Century Curricula! 20th Century Training?"
Reactions to Science Supervisors Institutes
8:00 PM—9:30 PM—Joint Session
Address: Design for Teaching Science in a large City
Fletcher G. Watson, Professor of Education, Graduate School of Education, Harvard University.

Summary:

We must be aware that an urban crisis exists and understand the factors causing it. In providing solutions to these problems, we must realize that the answers this year may not be acceptable next year. Getto areas are increasing each year by 400,000 people. Schooling is critical in the lives of these people.

Children in the large cities are negative in their approach to school. What we are offering in the school does not involve the child. There should be more community participation and involvement in the school. Three factors the school must consider in the education of these children are: 1. A need for self-respect and a feeling of confidence, 2. Importance of reading and linguistics, and 3. Build the curriculum around what the children are interested in.

Friday, October 4, 1968

9:00—10:30 AM—General Session I

Address: Science, Art and the New Values
Harry S. Broudy, Professor of Philosophy of Education
University of Illinois

Summary:

Science education has been irrelevant to the values of the good life. Technology is responsible for fostering certain types of behavior in American life. Scientists must realize that technology has a moral obligation to society. There is a discrepancy between life expectations and college disciplines as they are now taught. The role of Science and the Humanities is the same in today's rapidly changing world Science must teach for the values of life and reality and must probe and explore the nature of reality.

11:00 AM— 2:15 PM—Concurrent Sessions
Adventures in Science
A workshop for Elementary School Teachers
1:00 PM—2:00 PM—Examination and inspection of Exhibits
2:00 PM— 3:15 PM—Concurrent Sessions
Conservation of Energy — — A COPES Workshop in Elementary Science
3:45 PM— 5:00 PM—Oceanography in the High Schools
7:00 PM— 9:00 PM—Banquet Session
Address: The Sophisticated Scientist
Donald G. Ivey, Professor of Physics, Principal of New College, University of Toronto

Summary:

The scientist has been so engrossed in his own research that he is not aware of the problems of society. He has divorced himself from the rest of the University faculty. He has unintentionally or unknowingly set up a code to which he adheres religiously. He can neither see nor find any relationship between science and the humanities. If communication among the various University departments is to be achieved the barriers between these departments must be broken down. This can only be achieved by establishing a new set of values and reorganizing the curriculum structure.

9:30 — 1:00 PM — Discussion Session
Earth Science Curriculum Project

Saturday, October 4, 1968
9:00 AM — 10:30 AM — General Session II
Address: The Decline and Fall of Science
Philip Morrison, Professor of Physics, M.I.T.
Summary:
Summary:

We must escape from the formal methods and presentation of subject matter in our schools and classrooms. The school must take the risk of introducing and teaching new programs in the curriculum. The child must be involved in the educational process, because out of involvement comes a learning experience in education. In educating our children, we underestimate the role of the school. Good teaching of science has become essential to the fate of science itself.

11:00 AM — 12:15 PM — Concurrent Sessions
The Art of Investigation in Elementary Science
12:20 PM — 2:00 PM — Luncheon Session
Address: The Spirit of Science as the basis of a Concerted World-Wide Program in Science Education
Albert V. Baez, Consultant to the Director For Science and Technology of the United Nations

Summary:

The Advisory Committee to the United Nations placed science education third on a list of important achievements to be attained. Science education must be relevant to human needs. All individuals must be imbued with a sense of social responsibility and science must accept its social responsibility. We must have more federal and international aid to science education if we are to improve the lives of people here and throughout the world. Integration of Science with the rest of the curriculum is of utmost importance. We must invent new programs and widen our horizons. A continuous reform in science education is a necessity.

2:15 PM — 3:30 PM — Concurrent Sessions
Nuclear Science Workshop
3:30 PM — 5:00 PM — Examination and inspection of exhibits

Office of the
DIRECTOR OF SOCIAL STUDIES
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts 02138

Elizabeth R. Boyce, Director

October 9, 1968

Mr. Edward A. Conley
Superintendent of Schools
Cambridge, Mass. 02138

Dear Mr. Conley:

RE: Association for the Study of Negro Life and History Conference.

The Conference opened with a deeply moving tribute to Martin Luther King led by inspiring messages from Dr. Allen K. Chalmers and Dr. Lawrence D. Reddick. The first Thursday morning session, "The Black Student in America: Africa and Aframerican," concerned itself with a learned paper entitled,"African Students at Black American Colleges in the Late Nineteenth and Early Twentieth Centuries" read by Dr. Richard D. Ralston also Dr. Herbert Aptheker read a scholarly paper on "The Negro College Student 1920 - 1930: Years of Preparation and Protest." Basically these papers pointed out that most African students coming to the United States at that time attended black universities since few white universities would admit them and that they were active in movements concerned with improvement of the Negro condition.

The second session in the morning which the writer attended "The Agonies of the Soul: Some Psychological Aspects of Race in America." Dr. Doris R. Mosby spoke on "Different Resolutions of Inadequacy Conflict in Negro Adolescents and Adults." She addressed herself to the problems of overidentification, delinquency, psychosis, suicide acculturation and ethnocentrism. Dr. Frank Petrone of the Meninger Foundation addressed the group on "Interracial Dating" at which time he described the complexities of pressures which occur within both black and white family group when interracial dating occurs. He was followed by Dr. Charles W. Thomas, University of Southern California, Watts Health Center whose address was entitled "Boys No More: Social Psychological Aspects of the New Black Ethic." He emphasized that a rearrangement of personal social circumstances does not always find a friendly host of change. A source of misunderstanding is that Negroes think historically while whites tend to think only in the present.

The first section of the afternoon session "The Negro in the Anti-Bellum North: Two Cases," were research papers on the Crosswhite Affair and the life of William H. Noland. These papers were highly informative and disclosed some data not previously known about important historical figures.

The second session was devoted to Urban Education and the Negro Child: A Symposium. The first paper entitled "A Social Analysis of the Impact of Urban Education Upon the Personal and Cultural Identities of Black Children," delivered by Dr. Eugene Bucchione dealt with the fact that the typical social studies program contains many inaccuracies such as depicting the slave as being happy, and the Mexicans as being sleepy. He cautioned that this approach is an example of simplistic thinking and rather than educating produces conflict. Dr. John Hines of Lehman College gave: "A Functional Analysis of Current Instructional Materials for Black Children and some Alternative Approaches." He criticized the typical social studies curricula as not being relevant to the here and now, and the teachers many times were not of the same social class as their students. He continued that the teacher could sense the hostility which these two conditions created and this in turn leads to a breakdown in communication between the student and the teachers.

Dr. Carl Johnson of Hunter College spoke on the "Black Community and the Urban School: An examination of crisis and conflict in School-Community Relations." He emphasized that revolt of the community against the educational establishment is now rampant in this country. He pled that this strife destroys the few shaky bridges of understanding we have tried so hard to build. He urged that the black leadership resist attempts to alienate themselves from the white community.

Assistant Attorney General of the United States, The Honorable Roger W. Wilkins, spoke at the dinner in celebration of the Centennial of the Ratification of the Fourteenth Amendment. The pith of his message was that the federal government was committed to bringing about desegregation as rapidly as possible, with force if necessary, but that tradition and emotion presented provoking and overwhelming barriers at times. The Teaching of Negro History in the Schools was the topic of the Saturday morning session. The speakers were William L. Smith, Director of PACE in Cleveland, Norman Gasbarro, Atlantic City High School and Henry Maddox of Maplewood, New Jersey. The writer received many helpful suggestions from this session. Words of caution were uttered against a separate course in Afro-American history. The preponderance of action was toward integration of Negro history into the standard American history course. Also, many suggestions were offered regarding teaching about Africa and it's history as early as Kindergarten.

Reports were that courses designed to bring greater understanding among the students of themselves and the groups in which they function were meeting with success as were courses in Humanities and Human Relations Clubs.

Dr. Arthur Schlesinger, Jr. was the keynote speaker at the Saturday Luncheon. He presented a scholarly dissertation on "Nationalism and History" in which he carefully traced the growth of the present day Negro Nationalism movement.

The closing session, Materials for the Teaching of Negro History" featured presentations by representatives of Xerox, American Oil Company, Multi-Media Productions and Encyclopedia Britannica. All materials displayed were excellent but costly.

Implications for Cambridge: Materials of varying degrees of scholarship and usefulness to educators are now available. Many more are in preparation. Cambridge educators will have to be discriminating in the selection of these publications and Media. Visual aides are, on the whole, expensive and some are of questionable value to the educator. Evaluation of and selection of these materials is where our primary efforts should be placed.

There is urgent need to revamp the United States History Course and the Problems of Democracy Course at both high schools to include an equitable presentation of the contribution of the Negro and other minority groups to the growth of our country.

Teachers, time and funds, will be necessary to do the job. Released time could be provided during the school year for certain specified teachers at both high schools to work on this project. A preferred arrangement would be to set aside funds for a one month workshop for certain teachers this summer. During this workshop course outlines could be designed as well as guides to teachers for the use of materials on Negro and other minority groups be developed.

In the meantime, the Director is working closely with teachers helping them to present a more accurate picture of the contribution of Negroes and other minority groups by obtaining materials for them which have been tested by educators and which are of a high level of scholarship.

Very truly yours,
Elizabeth R. Boyce
Director of Social Studies

There being no objection, the chairman ordered made part of the minutes following report from the Superintendent relative to the use of the Corporal rns Playground field house by kindergarten pupils of the Houghton School ile the school is being torn down.

The Public Works Department has agreed to accomplish the following items at the Corporal Burns Field House:

A. Rewire and increase candlepower of lights on the second floor and provide outlets for use of electrical appliances.
B. Replace doors
C. Repaint interior and exterior of the building
D. Cover exposed radiators
E. Provide gates at head of stairs as a safety measure
F. Provide storage room in the unused girl's shower
G. Build storage platform for folding tables

H. Repair leaks in roof

The School Department has ordered folding tables and stacking chairs so that the present gymnasium area can be used by the Recreation Department when classes are not in session. It is anticipated that all work be completed by November 1, 1968.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to refer to executive session a report presented by the Superintendent on negotiations for a successor agreement with the Cambridge Teachers Association.

The Superintendent recommended that he be authorized to employ specialists in instruction for pupils who are perceptually handicapped. These specialists must have State certification in this area. The general rate of pay, as far as the Superintendent has been able to ascertain, is $7.00 an hour; the State will pay one-half of this sum. The supply of these specialists is extremely limited. Despite a serious attempt, and a continuing one, the Superintendent has been able to find only two, each of whom is able to give us five to ten hours a week. On motion by Mr. Wylie, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Good, Mr. Solomons, Mr. Wylie and Temporary Chairman, Mr. Duehay voting "Yea," Vice-Chairman, Fitzgerald and Mayor Sullivan "Absent."

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Superintendent's recommendation that he be authorized to establish a Workshop for High & Latin School and Rindge Technical School teachers of American History, Problems of Democracy, American Government and Urban Problems and for Grade 7 and Grade 8 Social Studies teachers at a cost not to exceed $295.00. Cost to the particular teachers for the three (3) sessions shall be $20.00 per session or a total of $60.00 for each teacher: Mr. Clinton, Mr. Good, Mr. Solomons, Mr. Wylie and Temporary Chairman Mr. Duehay voting "Yea;" Vice-Chairman Fitzgerald and Mayor Sullivan "Absent."

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that the following additional names be approved for teaching positions in the evening schools:

Botelho, Arthur M.
Bruno, Anthony L.
Callis, Edna M.
Carchia, John J.
Coughlan, William J.
Duckett, Martha A.
Dellagana, Genevieve
Graham, John H.
Keefe, Marie J.
Kushner, Rose E.
Synnott, Catherine
Mokaba, Georga
Morris, Loretto
Murphy, Charles R.
Sandler, Edward
Sager, Roland D.
Seletsky, Leonard
Jones, Francis L.
Donehue, Carol J.
Keefe, Joseph A.
O'Keefe. John G.
Scali, Daniel

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that he be authorized to select from the Cambridge Public School System two science students from the senior class and one teacher to be guests of the Cambridge Electric Light Company at the Tenth Annual Youth Conference on the Atom to be held in Chicago, Illinois Nov. 20-23.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation that permission be granted to start a program for the trainable age 16 and over at the Harrington School on Tuesday, October 29, 1968 and that two teachers be appointed to these classes at a stipend of $6.75 per hour: Mr. Clinton, Mr. Good, Mr. Solomons, Mr. Wylie and Temporary Chairman Mr. Duehay voting "Yea;" Vice-Chairman Fitzgerald and Mayor Sullivan "Absent."

On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll-call to adopt the Superintendent's recommendation that in addition to sums previously appropriated, the amount of $1,000.00 be appropriated to Schedule F-3, School Committee expenses; said sum to be provided by transfer from Schedule A-2 Temporary Employees: Mr. Clinton, Mr. Good, Mr. Solomons; Mr. Wylie and Temporary Chairman Mr. Duehay voting "Yea;" Vice-Chairman Fitzgerald and Mayor Sullivan "Absent."

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Deputy Superintendent's recommendation that Mrs. Deborah Gould, Mrs. Alice B. Keene and Miss Maureen Taylor be approved as teachers for the Child Development Classes.

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to approve the following report of the Committee on Athletics and adopt the recommendations contained therein:

Committee of Athletics
Monday, October 14, 1968

Present: Mr. Good,Chairman
Mr. Solomons
Mr. Wylie

It was voted to recommend that Station WHIL, be granted permission to broadcast the Cambridge Latin-Stoneham Football Game on Saturday, October 19, at Russell Field. Radio Station WHIL has guaranteed in writing that under no conditions will they allow any liquor or cigarette advertising or any other advertising that would be detrimental to our youth.

Respectfully presented,
/s/ John A. P. Good, Chairman

Mr. Solomons moved, seconded by Mr. Clinton to accept the following report of the Committee on Buildings & Grounds and adopt the recommendations contained therein. On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to amend the report by adding that Mr. Cowles be requested to review the Supervision at the teen-age centers in view of the large amount of vandalism that has taken place. It was then voted on the following roll-call to adopt the report of the Committee on Buildings & Grounds as amended: Mr. Clinton, Mr. Good, Mr. Solomons, Mr. Wylie and Temporary Chairman Mr. Duehay voting "Yea"; Vice-Chairman Fitzgerald and Mayor Sullivan "Absent."

Committee on Buildings & Grounds
Monday, October 14, 1968

Present: Mr. Clinton, Chairman
Mr. Duehay
Mr. Hockman, Deputy Supt.
Mr. Conley, Supt.

Plans were examined for the remodeling at the Longfellow School to establish a satellite hot lunch program at an estimated cost of $37,508.00 and also for the remodeling at the Roberts School to establish a satellite hot lunch program at an estimated cost of $51,160.00. Plans for these projects will be available at the Superintendent's office, for the information of the School Committee members. It was voted to recommend that the Buildings & Grounds Committee be authorized to proceed and have specifications drawn and advertise for bids to complete these projects.

It was voted to recommend that the kindergarten classes of the Martin Luther King School be housed in the field house at Corporal Burns Playground when the present Houghton School is abandoned and that the School Department reimburse the Recreation Department a sum not to exceed $1,000.00 per year for heat, light, etc.; and further that the School Department will assume the responsibility for custodian services during the time the School Department is occupying the building.

Your sub-committee is in receipt of a report of a break at the War Memorial at which athletic equipment was stolen. The matter was reported to the Police Department and in a very short time, due to some excellent police work, practically all the material was recovered and returned to the School Department. It is therefore recommended that the School Committee commend most highly Officers William Durette and Fred Centrella for their efficiency and excellent police work in solving this breaking and entering case and the return of the stolen goods; and further, that a copy of this commendation be forwarded to Police Chief James F. Regan.

The following reports were received from the Master of the Harrington School and the Master of the Morse School concerning damages done to the occupancy by the Teen-Age Programs this summer:

(a) Mr. Edward A. Conley
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Conley:

The following is a list of damages done during the teen-age program in the school this summer:

1. Lobby
   a. hands ripped off electric clock
   b. plants destroyed
   c. door check torn off front exit (already fixed)
   d. glass in fire door broken
   e. ceiling tiles missing (1) and (5) out of place

2. Cafeteria
   a. cords (4) broken on venitian blinds rendering them inoperative
   b. window frames (5) sprung
   c. lights of glass (2) broken
   d. leg broken off table (already fixed)
   e. wheel missing from large cafeteria table
   f. paper towel dispenser broken off in cook's lavatory
   g. glass in fire door leading to gymnasium area broken

3. Boy's Lavatory off Cafeteria
   a. entrance to boy's lavatory off cafeteria sprung (already fixed)
   b. paper towel dispenser torn off wall

4. Gymnasium
   a. 2 locking aprons on bleachers broken
   b. knots placed on gymnasium ropes making them inoperative
   c. leather pouch to hold rope to wall broken
   d. 50 ceiling tiles or blocks missing, cracked or in disuse and 20 more out of place
   e. gymnasium floor scuffed, stained and burned requiring cleaning, scrubbing and sealing

5. Foreign Class Room (Room 100)
   a. large hole in portable audio screen
   b. supply cabinet ransacked; supplies (crayons, clay, books, paper, pens, pencils, etc.) taken
   c. room posters torn and ruined
   d. floor stained with modeling clay, soft drinks and cigarette burns

6. Room and area wall signs (8) torn off and missing.

Sincerely yours,
/s/ John J. Sullivan, Master

(b) Mr. Edward Conley
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Conley:

The following is a list of damages due to the Teen-Age Drop-In Center:

Lobby window glass 34" x 35¾" broken 8/3/68
Door to Master's toilet broken 8/3/68
Pay Station telephone wire cut 8/29/68
Lobby, brickwork, cafeteria door, wood paneling marked by chairs.

Very truly yours,
/s/ Florence M. Powers
Master's Assistant

The Master of the Harrington School reports that on Saturday, October 5, the gymnasium at the Harrington School was entered, a fire was set but was contained to the particular area by a person, or persons, who from the evidence were under the influence of intoxicating beverages. There was extensive damage to the ceiling in the sum of approximately $400.00.

The School Committee has been made aware that Local 1611 of the State, County and Municipal Employees Union has requested fact finding relative to the dispute of contract negotiations. For your information the State Department of Conciliation and Arbitration will submit to both parties a panel of three qualified disinterested persons. From this list both sides select one person to serve as the fact finder. If the parties fail to select one person as fact finder within five calendar days after receipt of the list, the Board of Conciliation and Arbitration appoints one person who serves as the fact finder. Therefore your sub-committee recommends that the negotiating committee of the School Committee be authorized to act for the School Committee in the selection of the fact finder in this dispute.

It was voted to recommend that the salary for Supervisors of Attendance be established at $8500.00 per year effective September 1968 and that their employment shall be for forty hours a week and a forty week year.

Respectfully submitted,
Daniel J. Clinton, Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll-call to adopt a proposed amendment to the rules presented by the Deputy Superintendent of Schools at the meeting of October 1, 1968 that Section 13(d) and Section 13(f) of Chapter IV be stricken out and the following sections substituted: Chapter IV, Section 13 (d) Advertisements: All expenditures for supplies, equipment and repairs involving an amount of $2,000.00 or more must be advertised for bids, etc.; Section 13(f) Contracts: He shall prepare all contracts in writing on supplies, equipment and repairs that involve an amount of $2,000.00 or more: Mr. Clinton, Mr. Good, Mr. Solomons, Mr. Wylie and Temporary Chairman Mr. Duehay voting "Yea"; Vice-Chairman Fitzgerald and Mayor Sullivan "Absent."

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to refer to executive session a motion presented at the meeting of October 1, 1968 "That the rules notwithstanding, Margaret Leahy, teacher at High & Latin School, be permitted to apply for the position of Director of Language Arts in the Cambridge School Department and that said application be evaluated by the Board of Examiners."

NEW BUSINESS

Mr. Solomons in the chair.

On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted that the Superintendent study and report to the School Committee, the implication for Cambridge of the following legislative act passed during the last session by the General Court:

> Chapter 297. An Act requiring the appointment of Supervisor of special classes for mentally retarded children in certain cities and towns. Be it enacted, etc., as follows: Section 46 of Chapter 71 of the General Laws is hereby amended by adding the following paragraph: In every town having a population of at least fifty thousand inhabitants the school committee shall appoint a supervisor of special classes for mentally retarded children. Said supervisor shall have had experience in teaching special classes, or shall be certified as qualified by the bureau of special education in the department. Approved May 18, 1968.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the Cambridge School Committee proudly extends its sincere congratulations to our colleague, Francis H. Duehay, on his appointment to the new position of Director of Programs in Administration at the Harvard Graduate School of Education; said appointment having being in addition to his regular duties as Assistant Dean of the school; and, further, that the Harvard Graduate School of Education be commended for its fine judgement in making such an excellent selection for this important position.

Mr. Duehay in the chair.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the Superintendent investigate the conditions of the shower and locker room curtains in the girl's locker room in the War Memorial and make whatever recommendations are necessary for improvement.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the Superintendent investigate parking facilities in the area around public school buildings and make whatever recommendations he deems necessary to improve these facilities.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to convene in executive session.

EXECUTIVE SESSION

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that Thomas P. Burns, teacher in the English Department at the High & Latin School be permitted to be screened and rated by the Board of Examiners for the position of Director of Language Arts, the rules of the School Committee notwithstanding, pursuant to the recommendation of the Superintendent of Schools.

Question came on a motion presented at the meeting of October 1, 1968 and referred to executive session at this meeting "That rules notwithstanding, Margaret Leahy, teacher at Cambridge High & Latin School, be permitted to apply for the position of Director of Language Arts in the Cambridge School Department and that said application be evaluated by the Board of Examiners." On motion by Mr. Good, seconded by Mr. Clinton, it was voted that this motion be laid on the table and Miss Leahy be invited to appear before the School Committee at the next meeting, in executive session.

Question came on the Superintendent's report on collective bargaining presented earlier in the meeting and referred to executive session. On motion by Mr. Good, seconded by Mr. Solomons, it was voted to place the report on file and the Superintendent be requested to explore the matter of employing a negotiating consultant to represent the committee and report his findings at the next meeting of the School Committee.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to place on the 'calendar' the Superintendent's recommendation that John J. Balfern teacher at the Russell School, be appointed Master's Assistant at the Russell School at a stipend of $500.00 over and above his salary as a teacher.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that Joseph G. McKenna, Headmaster's Assistant-Science at the High & Latin School be invited to be present at the next meeting of the School Committee, in executive session, with relation to a communication purpoted to have been distributed by Mr. McKenna.

There being no objection, the chairman ordered placed on the 'calendar' bids received for furnishing musical instruments.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to reconvene in regular session.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adjourn;

Adjourned.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

SPECIAL MEETING: Wednesday, October 30, 1968

Called by vote of the School Committee taken at the regular meeting of October 15, 1968 for the purpose of considering and acting on the final working drawings to be presented by the architects for the Robert F. Kennedy School (Putnam-Thorndike) and the John M. Tobin School (Russell School) and to conduct hearings voted by the School Committee.

Members present: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to suspend the rules for the purpose of introducing business other than that listed in the call of the meeting.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted that the date of the next regular meeting be changed from November 5 to November 6 inasmuch as November 5 is election day.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation that permission be granted for participation in the Mumps Vaccine Program for the immunization of pupils in Grades 7, 8 and 9 which is being conducted by the Cambridge Department of Health, Hospitals and Welfare.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that permission be granted for students of the Cambridge public schools to participate, on a voluntary basis, in the 'children to children' program conducted by the Save The Children's Foundation for the collection of clothing for Appalachian boys and girls.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the seniors in both high schools be granted permission to participate, on a voluntary basis, in an essay contest sponsored by the Cambridge Chapter, Disabled American Veterans.

The Superintendent reported that at the meeting of October 15, 1968 the committee had extended an invitation to Edward S. Marshall of Chelmsford to be present at the next meeting of the committee, in executive session for the purpose of discussing the matter of employing consultants to represent the School Committee in the forthcoming negotiation of contracts with School Department employees. The Superintendent asked permission to also invite Mr. Leon J. Kowal of the law firm of Kowal & Kowal, who has been retained by the City Manager for a like purpose in negotiating a contract with other city employees. On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation.

The chairman ordered the committee to proceed to "Hearings" in accordance with the call for the meeting, in executive session.

Miss Margaret Leahy, English teacher at High & Latin School, appeared on behalf of her petition to be rated and screened by the Staff Board of Examiners, the rules of the School Committee notwithstanding. At the conclusion of the hearing it was voted on motion by Mr. Good, seconded by Mr. Duehay, to take from the table the motion "That the rules notwithstanding, that Margaret Leahy, teacher at Cambridge High & Latin School, be permitted to apply for the position of Director of Language Arts in the Cambridge School Department and that said application be evaluated by the Staff Board of Examiners". On motion by Mr. Duehay, Mr. Clinton, seconded by Mr. Good, it was voted that the Staff Board of Examiners be authorized to screen and rate Margaret M. Leahy, teacher in the English Department at High & Latin School, a candidate for the position of Director of Language Arts, and that the application be evaluated, the rules of the School Committee notwithstanding. Mr. Duehay is recorded as voting "Nay".

Mr. Joseph McKenna, Headmaster's Assistant-Science, at High & Latin School appeared relative to the matter of a communication distributed to parents of certain high school students. At the conclusion of the hearing the chair expressed the committee's appreciation to Mr. McKenna for appearing.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to reconvene in regular session.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to ratify and affirm the votes taken in executive session.

Paul Feloney, Architect for the proposed new Robert F. Kennedy Elementary School (Putnam-Thorndike School) presented specifications and final working drawings for this project. At the conclusion of the examination of the plans it was voted on the following roll-call to adopt a motion by Mr. Clinton, seconded by Mr. Wylie, that the final working drawings and specifications for the proposed new Robert F. Kennedy School (formerly Putnam-Thorndike School), as presented by Paul G. Feloney, Architect, be and the same hereby are approved with the provision that the specifications shall include that all window glass shall be unbreakable glass: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Wylie and Mayor Sullivan voting "Yea"; Vice-Chairman Fitzgerald and Mr. Solomons "Absent". The rules having been suspended a motion by Mr. Wylie, seconded by Mr. Clinton, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

Mr. Halsey of the architectural firm of Sasaki, Dawson, DeMay Associates, presented final working drawings and specifications for the proposed new John M. Tobin Elementary School (formerly Russell School). At the conclusion of the examination of the plans and specifications, it was voted on the following roll-call to adopt a motion by Mr. Good, seconded by Mr. Duehay, that the final working drawings and specifications for the proposed new John M. Tobin Elementary School (formerly Russell School) as presented by the architects, Pietro Belluschi, Principal Architect and Sasaki, Dawson, DeMay Associate Architects, be and the same hereby are approved: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Wylie and

Mayor Sullivan voting "Yea"; Vice-Chairman Fitzgerald and Mr. Solomons "Absent." The rules having been suspended a motion to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the City Manager be requested to inform the School Committee at regular intervals through periodic written communication commencing November 15, 1968 concerning the program of the proposed three new elementary school buildings, said reports to include the following information:

1. Land-taking and demolition.
2. Status of bid advertising and awarding of contracts.
3. The construction timetable.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the City Manager be requested to instruct Mr. Rudolph, Traffic Director, to refrain from installing parking meters in front of the Harrington School building and the wing occupied by the public library in order to insure greater safety of school children attending the Harrington School.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the Cambridge School Committee hereby declares November to be Model Cities Month in Cambridge; that the School Committee cooperate to the fullest extent with the CDA Board's intent to meet the December 20 deadline and that the Superintendent of Schools be instructed to use all possible means to encourage maximum participation by all personnel to help meet this deadline.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that Civil Service be requisitioned for a list of persons to fill two new positions of junior building custodian.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to adjourn;

Adjourned.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING: Wednesday, November 6, 1968

Members Present: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

It was voted to convene in executive session for the purpose of hearing applicants as negotiators for the forthcoming negotiations for a successor agreement to the present contract with the Cambridge Teachers' Association. Mr. Edward S. Marshall of Chelmsford and Mr. Leon J. Kowal of Boston appeared and outlined their individual proposals for serving for the School Committee in this matter. At the conclusion of the hearing it was agreed to take the matter under advisement.

It was voted to resume the regular order of business.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of hearing Mr. Harry Parris, physics teacher at Rindge Technical School, appeared in answer to an invitation extended by the School Committee to discuss his recent visit to the teaching centers in Japan and the relative merits of the Japanese Schools as compared to our schools. At the conclusion of the discussion the chairman extended the committee's sincere appreciation to Mr. Parris for appearing at this meeting.

The chairman ordered the regular order of business.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to approve as presented the minutes of the regular meeting of October 15, 1968 and the special meeting of October 30, 1968.

There being no objection the chairman ordered placed on file a communication from Mrs. Loretto M. Sheehan, widow of the late John J. Sheehan, Headmaster Emeritus of the Cambridge High & Latin School, expressing her appreciation for the portrait of Mr. Sheehan which was presented to the High & Latin School.

There being no objection, the chairman ordered placed on file a communication from Mrs. Alfred Gleeson, Jr., granddaughter of the late John W. Wood, Headmaster Emeritus of Rindge Technical School, thanking the committee for their expression of sympathy on the occasion of Mr. Wood's death.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to accept with thanks an invitation extended by the Cambridge and Somerville School Departments to attend their Open House On Special Education — its Many Facets and Related Services to be held on Thursday, November 14, 1968 at the Harrington School from 7:30 p.m. to 10:00 p.m.

There being no objection the chairman ordered made part of the minutes a notice from Robert E. Rudolph, Traffic Director, advising that all school crossings are being repainted and the work will be completed within thirty days.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to approve a recommendation by the Deputy Superintendent that in addition to sums previously appropriated, the following amounts be and the same hereby are appropriated:

TO:	Schedule B-14 Motor Vehicle Repairs	$ 150.00	
	Schedule B-2 Medical Services	250.00	
	Schedule D-5 Medical Supplies	125.00	
	Schedule D-16 Supplies not Otherwise Coded	1,500.00	
	Schedule F-14 Audio Visual	1,000.00	$3,025.00

— said sum of $3,025.00 to be provided by transfer from Schedule A-2 Temporary Employees: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that Mass. Teachers' Retirement Board be requested for authorization to continue the employment of Wm. R. Wadden, teacher at the Rindge Technical School since 1929, until the end of the present school year, June 1969 in accordance with the provisions of Chap. 348 of the Acts of 1954. Mr. Wadden will attain age 70 years on January 16, 1969.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from the Cambridge Teachers' Association:

School Committee
Cambridge, Mass.

October 31, 1968

The Cambridge Teachers Association hereby designates Francis H. Powers as the "Agent of Record" for Metropolitan Life Insurance Company in connection with Tax Sheltered Annuities.

Very truly yours,
Peter Nelligan, President
Cambridge Teachers' Association

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to make part of the minutes the following comunication from the Mass. Teachers' Asociation and refer the subject matter to executive session:

Cambridge School Committee
Cambridge, Mass.

October 29, 1968

Gentlemen:

Please be advised that the Cambridge Teachers Association and its representatives stand ready to begin negotiations for a successor agreement of the current contract. The Association intends to deliver to you its proposals as soon as possible in order to expedite the proceedings.

Will you kindly respond with some tentative dates for meetings so that we may plan accordingly. We feel certain that you will agree with our position that settlement at the earliest possible date is most desirable.

Very truly yours,
/s/ Frederic J. Lambert
Director of Field Services
Mass. Teachers' Association

SUPERINTENDENT OF SCHOOLS

Reports and Recommendations

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to accept the resignation of Catherine E. (Wadden) Trainer, teacher at the M.E. Fitzgerald School, effective October 11, 1968 and of Susan L. (Shuman) Weiner, teacher in the Bureau of Pupil Services, effective December 31, 1968.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted that having filed the proper forms required by the rules of the School Committee, Carol A. Amato, teacher in the Bureau of Pupil Services, be granted a maternity leave of absence from December 20, 1968 to September 1, 1970 in accordance with the rules of the School Committee.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that Ester B. Gilman be transferred from teacher at the Webster School to Special Class Teacher at the Harrington School.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes the Superintendent's report that the program to provide lunches for the elderly became operational on Monday, November 4, 1968. Lunch will be served from 1 p.m. to 2:30 p.m. It is the understanding of this office that the communication media will be covering the event.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to approve the following report on reorganization of Special classes and adopt the recommendations contained therein.

November 6, 1968

IN SCHOOL COMMITTEE

From the Superintendent:

The Superintendent respectfully submits the following plan for the housing of students in special classes. These adjustments are suggested because of the maternity leave of absence of Mrs. Holleran, a decline in the enrollment of Miss Gilman's class (8 students), and the imminent demolition of the Houghton School where two special classes were housed. Since some change was necessary it was decided to review the entire special class situation. This proposal is presented after discussion with the Director of the Bureau of Pupil Services responsible for this area of instruction.

1. Transfer to the Lowell School:
    a. Junior Opportunity Class presently housed at Roberts
    b. Junior Opportunity Class presently housed at Longfellow

This format would allow better grading within the two classes. It will also allow a more logical promotion plan leading ultimately to attendance at the Senior Opportunity Class. Moreover, a departmentalized teaching situation could be developed.

2. Transfer to the Longfellow School the Junior Opportunity class presently housed at the Houghton School. The advantage of this proposal is that

there would be two boys Junior Opportunity Classes at Longfellow allowing for promotional possibilities as well as departmentalization.

3. Transfer the primary Special Class from the Houghton to the Webster.

4. Transfer Miss Gilman from the Webster to the Harrington. Miss Gilman will replace Mrs. Holleran.

The Superintendent believes this proposal is in the best interest of the children in the Special Classes.

/s/ Edward A. Conley
Superintendent of Schools

Complying with an order that he report on the implications for Cambridge of legislation passed at the last session of the General Court, i.e., Chap. 297, an Act requiring the appointment of Supervisor of Special Classes for Mentally Retarded Children, the Superintendent presented the following report and recommendations. The chairman ordered placed on the 'calendar' the proposed creation of the position in compliance with the law:

November 6, 1968

IN SCHOOL COMMITTEE

From the Superintendent:

The Superintendent respectfully submits the following report in compliance with the School Committee Order attached:

Chapter 297 of the Laws of the Commonwealth adopted during the 1968 session of the General Court and entitled **"An Act Requiring the Appointment of Supervisors of Special Classes for Mentally Retarded Children in Certain Cities and Towns"** is mandatory legislation which amends the General Laws **Chapter 71,** Section 46 and is applicable to communities having a population of at least 50,000.

This change in the law requires that the Cambridge School Committee establish such a position.

The Superintendent recommends that the School Committee establish such a position and provide in the 1969 Budget funds for that position and for the employment of a Board of Examiners to evaluate candidates.

It is recommended that the position be established on the present level of Assistant Director and placed under the jurisdiction of the Director of the Bureau of Pupil Services.

Salary for the position and duties thereof would be those of an Assistant Director in the Cambridge School Department.

"ASSISTANT DIRECTOR OF PUPIL SERVICES ASSIGNED TO SPECIAL EDUCATION

Educational Requirements: — Master's Degree — Six semester hours in administration or supervision.

A minimum of eighteen semester hours of credit in education at least twelve of which shall be in the field of special education.

Experience: A minimum of seven years of experience, as a teacher of special education.

Duties: To organize and supervise instruction for the mentally retarded; the emotionally disturbed, those with speech, hearing, vision, and health handicaps, the academically talented, the perceptually handicapped, and for those with English as a second language.

To plan in-service training of teachers.

To develop courses of study.

To prepare annual state and federal statistical reports pertaining to special education.

To plan and implement the annual testing program required by the State Department of Education for these groups.

To co-operate with public and private agencies and community groups.

To work with parents of children who need special education.

Other duties pertaining to special education as the need arises.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to adopt the following report and recommendations received from the Superintendent relative to the Girls' locker and shower room at the War Memorial.

> One hundred and fifty shower curtains were purchased for and delivered to the War Memorial in January, 1967. Three hundred additional shower curtains are on order for the War Memorial as of October, 1968. In the locker room which serves the gymnasium there are 24 dressing cubicles and showers, each of which requires four curtains. Fully equipped there will be individual dressing cubicles for 121 girls to dress and shower and for 24 girls to dress during each period of the school day. Since three hundred and twenty curtains completely equip the War Memorial, the supply will provide for all requirements.
>
> Edward A. Conley
> Superintendent of Schools

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted to make part of the minutes the following report on the Achievement Classes at Rindge Technical School as prepared by Mr. Gerald Shea, Guidance Counselor:

October 23, 1968

In order that a thorough and complete understanding is obtained of the operations, organization and rationale of the Achievement Classes at Cambridge High and Latin and Rindge Technical School, the following pertinent information is respectfully submitted.

The classes are so constituted as to embrace those students who would profit from an environment which would enhance the academic progress of pupils who are in arrears educationally (specifically in Mathematics and Reading), hence the name Achievement Classes. In addition a comprehensive program of vocational shops is offered which the regular elementary schools are not equipped to do.

The classes are homogenously structured via a number of diagnostic tests (Achievement, I.Q. and Reading) plus previous class room history. The Academic instruction includes Art, English, Gym, History, Music, Mathematics and Remedial Reading (limited to those students who are acute or regressive reading problems.) and also swimming. Classes are restricted to 20 per class so that optimal teaching conditions prevail. Home assignments and periodic examinations are given. The pupils are provided with one study period for homework and class assignment.

In the Vocational Shop phase the student selects initially one of two major shops (Carpentry and Printing) and have a voluntary choice of at least one other shop. This naturally is in co-operation with the Rindge Technical Faculty and providing there is room for the student. Rindge students have first priority. We have found basically all schedules to be flexible and adaptable to the shop demands of our students. The following list of shops are being employed in addition to our own.

Art (Free Hand Drawing)
Auto Mechanics
Electricity
Linotype
Machine Shop
Manual Drawing
Plastics
Printing (Heidelberg)
Welding
Wood Work

The students also have two extra curricular activities — Baseball and basketball.

The program at Cambridge High and Latin incorporates the following elements. The Girl's schedule is as follows: Art, English, Gym, Mathematics, Music and History in addition to Home Economics, cooking, foods and sewing. They, like the boys, are being employed as workers in the Cafeteria. The girls have been admitted into Latin Activity Clubs, i.e., Girl's Athletic Association. Recently adjustment counselors both for Boys and Girls have been assigned by the Bureau of Pupil Services. There is also a Guidance Counselor who services the Achievement Classes and effects liaison with multiple community agencies and industries.

Administratively the Achievement Classes are under the aegis and supervision of the Headmasters of Cambridge High and Latin and Rindge Technical High School. Attendance, discipline and dismissals are delegated duties by the Headmasters to appointed Asst. Headmasters at both educational settings. Students are awarded elementary diplomas at both schools by the respective Headmasters based on achievement Classes, plus previous grade from the feeder elementary schools.

It is appropriate to add that in the 1966-67 School year we placed 12 boys out of 20 in high school. Eleven of whom entered Rindge Technical High School and one a private preparatory school in Boston. Nine of the boys are still enrolled. Eight are sophomores and one is a junior in Electronics. Three of the boys made honors. The Junior made high honors all marking periods. Last School year (1967-68) we placed 14 out of 36 boys in Rindge as Freshmen and 4 boys at Cambridge Latin. One as a Senior in the College Preparatory Course. One boy went to Prep. School meaning that 19 out of 36 of our graduates went on to High School from the Rindge Achievement Classes.

From the Girl's Vocational School last year (1967-68) 9 girls went on to high school. Eight at Cambridge High and Latin and one to Boston University Laboratory School. There were 15 graduates last year from the school. Jobs were obtained for a majority of students who did not matriculate on at both schools through the efforts of the Guidance Counselor in co-operation with local firms and the Cambridge Youth Opportunity.

This office on February 2, 1968 published and disseminated to all Masters (Secondary and Elementary) and to all guidance personnel, requirements for admission to the achievement classes.

1. Age 14
2. At least one full year in grade six
3. I.Q. of 80 or above
4. Recommendation by the Bureau as capable of profiting by the program.
5. Interview by counselor and Head of Achievement classes.
6. Acceptance by the Achievement Classes
7. Written consent of Parent for transfer
8. February 1st cut off date for admission.

It must be unequivocally stated that no student will be accepted into the Achievement classes on the basis of discipline. This would be a violation of the rationale of the school which is for underachieving students who need individual aid in academic subjects to prepare them for elementary graduation and a special vocational program. All students who are to be recommended for the Achievement classes must be interviewed by the Guidance Counselor. All records in the present and future will be forwarded to the Achievement School for examination so a proper determination can be made. The elementary counselor and the Master who is sending a pupil must get in contact with the Bureau and the Guidance counselor at the Achievement Classes. Once an analysis of the case is made via the candidates record and interview is held plus all admissions requirements are adhered to, the school will be notified relative to the pupil status.

Respectfully,
GERALD F. SHEA
School Psychologist

The Superintendent reported that the annual reception to new teachers will be held on Wednesday, December 4, 1968 at 7:30 p.m. at the Peabody School.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation presented at the meeting of October 15, 1968, that John J. Balfe III, teacher at the Russell School, be appointed Master's Assistant at the Russell School, at a spidend of $500.00 over and above his salary as a teacher: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

Question came on bids for furnishing certain musical instruments. On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Deputy Superintendent's recommendation that contracts be awarded as follows:

Violin Outfits - three quarter size	Rayburn Musical Inst. Co.	$1,568.00
Violin Outfits - one half size	Rayburn Musical Inst. Co.	560.00
Trumpets	Rayburn Musical Inst. Co.	2,603.40
Clarinets	Carl Fisher, Inc.	2,175.00
Flutes	Carl Fisher, Inc.	328.00
Trombones	Carl Fisher, Inc.	262.50

Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

NEW BUSINESS

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to adopt the following resolution presented by Mr. Wylie::

WHEREAS, Section 1 of Chapter VII of the Rules of the School Committee set forth the Powers and Duties of the High School Headmasters and the Elementary School Masters and Submasters;

WHEREAS, said Section is clear and specific as to the responsibility of such personnel for such matters as neatness and cleanliness of school premises, supervision of teachers, discipline, the carrying out of rules and regulations, efficiency, the locking of doors, and observing custodians, but say little or nothing as to responsibility for educational leadership in their schools;

WHEREAS, modern education is becoming increasingly complex and extensive, requiring training, talent and experience of a fully professional nature;

WHEREAS, Masters and Headmasters are now compensated at a fully professional level; and

WHEREAS, the School Committee desires to update Section 1 of Chapter VII of its rules to reflect the foregoing;

It is ordered as follows:

The Superintendent is requested to prepare and submit to the School Committee a recommended revision of Section 1 of Chapter VII, said revision to update the stated duties of Headmasters and Masters, to include, but not be limited to, such matters as: maintaining the highest level of teaching quality in each school; assisting teachers in planning for their continuing educational and professional development; assisting the Superintendent, Curriculum Directors and Department Heads in implementing their policies; ensuring professional communication and coordination among their staff; recommending to the Superintendent steps which they believe will improve the quality of education in their schools; developing pilot and innovative programs in their schools; studying other school systems and educational theory and practice, to ensure that in their respective schools they are the persons most abreast of current educational practices and techniques; assigning their teachers in such a manner as to ensure that pupils at each grade level receive the maximum degree of expertness in each subject matter field which the teaching resources of each school can command; finding or recommending ways to enrich the program of studies at their schools with respect to the arts; ensuring that their teachers make the fullest use of audio visual, library, guidance, health, and other resources available in the school system; and evaluating teachers, especially during the period to securing tenure.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the

School Committee extends its congratulations to the Cambridge School Volunteer Project and to the Cambridge Chapter for Retarded Children for their initiative and cooperation in sponsoring the Open House on Special Education to be held in conjunction with the Cambridge and Somerville School Departments on Thursday, November 14, 1968 from 7:30 p.m. to 10:00 p.m. at the Harrington School.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee extend its sincere appreciation to Mr. Leo Sarkisian, formerly Executive Director of Cambridge Community Services, for his exemplary service to the City of Cambridge during his tenure here.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the Cambridge Housing Authority be requested to inform the School Committee when the Authority has plans to build any new housing.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted that the Superintendent inform the parents of the children who will attend the new portable schools that there will be provision for the children to have their lunch at the new portable school.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted that Colonel Robt. Rayne, Commander of the Cambridge Armory be requested to grant permission to allow the members of the Cambridge High & Latin and Rindge Technical School track teams to use the locker and shower room facilities at the Cambridge Armory after practice on the track at the Armory.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that Justin Gray and Ellen Feignold be requested to appear before the School Committee at its next meeting for the purpose of explaining that portion of a report they prepared regarding rent control insofar as the Cambridge School Department is concerned.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the Model Cities Staff coordinate their proposal with the School Committee and the School Department to insure the fullest cooperation of both in meeting the deadline of December 20, 1968.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the Superintendent conduct a survey to determine the needs for space in the Harrington School.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that the rules of the School Committee notwithstanding, Mr. Warren G. Ferzoco, Rindge Technical School, be declared eligible to take the forthcoming examination for elementary school master to be held on December 14, 1968.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll-call to grant the requests of Mrs. Alice R. Fitzmaurice, junior clerk and typist assigned to Cambridge High and Latin School Library, that she be granted an extension of her sick-leave without loss of pay from November 4 to December 1, 1968 because of serious illness: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald, "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call that conforming to an opinion of the City Solicitor, that Mae E. Sullivan, retired school teacher, be paid Workmen's Compensation in the amount of $971.42 and $3.564.28 covering the period from December 6, 1962 to April 21, 1963 and from April 22, 1963 to September 4, 1964; Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea", Mr. Fitzgerald "Absent". The rules having been suspended a motion to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted on the following roll-call that the Superintendent of Schools be instructed to screen all applications for the position of Assistant Superintendent of Schools which have been received from this area and arrange for necessary interviews; and, further, that a sum not to exceed $3,500.00 shall be placed at the disposal of the Superintendent for the purpose of covering any and all expenses necessary to these interivews: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

The Superintendent reported the retirement, effective Nov. 30, 1968 of Mary A. Keohane, teacher at the Longfellow School, and a member of the Faculty for forty-one years. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to express to Miss Keohane, the School Committee's sincere appreciation for her long years of faithful and efficient service to the Cambridge School Department.

The Superintendent recommended the appointment of Mary C. Daly, as a teacher for Grade 7 at the Thorndike School, at a salary of $6200.00 per year, effective November 1, 1968. The Chairman ordered the recommendation placed on the 'calendar' as required by the rules.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted to approve the following additional applicants for teaching positions in the evening schools and Americanization Classes:

Edward P. Henneberry
Arthur S. Lipkin
Barbara McKelleget
Eva Robinson
William F. Collins
Frederick Clews
John J. Clews
Edward G. Crawley
Samuel J. Ferraro
Justin P. McCarthy
Jesse Simas
Anne C. Martis
Julianne Tansey
Albert J. Leonard
Rebecca L. Hoffman

The Superintendent presented the following report of the results of the examination for the position of Elementary Sub-Master, showing the relative standing of each applicant:

LIST ESTABLISHED BY EXAMINATION FOR THE POSITION OF ELEMENTARY SUB-MASTER FOR THE PERIOD NOVEMBER 6, 1968 TO NOVEMBER 6, 1970

Rank Order	Name	Rank Order	Name
1.	Ruth Murray	9.	Daniel Foley
2.	John E. Kelly	10.	Daniel J. Kelly
3.	John G. O'Keefe	11.	Albert Brooks
4.	Thomas R. Smyth	12.	John Hallice
5.	Richard Calnan	13.	Peter Nelligan
6.	John G. Caulfield	14.	Marie E. Mahoney
7.	Charles L. Stead	15.	Margaret Magee
8.	George Sullivan	16.	Glen B. Peck, Jr.

17. Henry Morris
18. Richard T. Kelley
19. Paul Dawson
20. Leonard McGrath
21. James J. Coady
22. Francis X. Foley
23. John P. Dignan
24. Thomas Mullaney
25. William J. Coughlan
26. Joseph Colannino
27. John C. Carrabino
28. Daniel J. Gearty
29. Patrick O'Brien
30. Eugene P. Zubrinski
31. Ralph J. Sennott, Jr.
32. Roland E. LaChance
33. John A. Hurley
34. John C. Powers
35. Mary Kelley

The Superintendent reported a communication requesting that the School Department assume the cost of tuition in a private school for a physically handicapped child of 5½ years. On motion by Mr. Good, seconded by Mr. Solomons, it was voted to request the opinion of the City Solicitor on the following legal questions:

1. What is the obligation of the Cambridge School Department to provide classroom education for a pupil of this age who has serious physical handicap?

2. Can the Cambridge School Committee legally pay the tuition from public funds to a private school?

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adjourn.

ADJOURNED.
EDWARD J. O'CONNELL
SECRETARY of the SCHOOL COMMITTEE

SCHOOL COMMITTEE
(Official Report)

SPECIAL MEETING: Tuesday November 12, 1968

Called by order of Mayor Walter J. Sullivan for the purpose of considering and acting on the selection of a professional negotiator to begin negotiations for a successor agreement of the current contract between the Cambridge School Committee and the Cambridge Teachers' Association.

Members present: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair

It was unanimously voted to accept all applications received to date, notwithstanding the scheduled closing date for receiving applications.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted on the following roll-call that the firm of Kowal & Kowal, Attorneys-at-Law, be engaged to serve as the negotiators for the School Committee at a contract price of $35.00 per hour: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

It was voted that Mr. Leon Kowal be requested to confer with the Superintendent of Schools for the purpose of receiving information with respect to the proposals which the Cambridge Teachers' Association are making for a successor agreement, and related matters and that Mr. Kowal be requested to attend the next regular meeting of the School Committee scheduled for November 19, 1968.

It was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING: Tuesday, November, 19, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to convene in executive session for the purpose of discussing with Mr. Leon Kowal of the law firm of Kowal and Kowal the matter of his representing the School Committee in the negotiations for a new agreement with the Cambridge Teachers' Association.

It was unanimously voted to request the City Council to authorize the employment of Attorney Leon J. Kowal as collective bargaining representative for the Cambridge School Committee in accordance with the provisions of Chapter 633 of the Acts of 1968.

It was unanimously voted to approve the following form of Agreement with Mr. Kowal as prepared by the City Solicitor:

> "The City of Cambridge-School Committee, desires expert assistance in collective bargaining with the Cambridge Teachers' Association. Upon your representation that you are an expert in the field of collective bargaining with municipal employees, this agreement shall authorize you under the direction of the Cambridge School Committee to determine appropriate bargaining units in the Cambridge School Department in which employees request collective bargaining, to negotiate with employees in such department concerning the bargaining units, to negotiate with the collective bargaining representatives of the Cambridge Teachers' Association and to draft collective bargaining agreements. The School Committee may request other specific services with reference to collective bargaining from time to time. The School Committee shall pay for such services at the rate of Thirty-Five Dollars ($35.00) per hour and statement for services shall be rendered monthly. The agreement may be terminated at any time by the School Committee without any liability on the part of the School Committee except for services rendered to the date of termination but not billed."
>
> It was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the minutes of the meeting of November 6, 1968 as presented.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted that a petition received from the Abraham Lincoln School PTA requesting the installation of a hot lunch program at the Abraham Lincoln School be referred to the Superintendent for study and report in time for the 1969 budget.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following letter from the City Solicitor and that this matter be the subject of a further report at a later meeting.

November 12, 1968

Edward J. O'Connell
Secretary of the School Committee
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts 02138

Dear Mr. O'Connell:

You have asked in behalf of the School Committee my opinion whether the Cambridge School Department is obligated to provide classroom education for a pupil who has a serious physical handicap and whether the Cambridge School Committee may pay for private tuition for such a child out of public funds.

The School Committee has the right to make all reasonable rules and regulations for the discipline, management and government of the schools and may exclude a child from school for sufficient cause. A serious physical handicap would be sufficient cause to exclude the child from school. Under General Laws, Chapter 76, Section 1, a child whose physical or mental condition is such as to render attendance enexpedient or impracticable is not required to attend public schools.

If a child is so physically handicapped as to make attendance at a public school not feasible, and who is not otherwise provided for, the school committee under Chapter 71, Section 46A, shall with the approval of the State Department of Education and Public Health employ a teacher on a full or part-time basis who shall offer instructions to the child in his home. If the parent of the child, however, sends the child to a private school the child is otherwise provided for and the School Committee has no obligation to supply special instruction. The School Committee cannot legally pay from public funds the cost of the child's attendance at a private school.

Very truly yours,
/s/Philip M. Cronin
City Solicitor

On motion by Mr. Solomons, seconded by Mr. Wylie it was voted that the following report from the committee appointed to "study means of improving race understanding in our community" be made part of the minutes and referred to the Superintendent for study and recommendation:

November 6, 1968

Mr. Edward A. Conley
Superintendent of Schools
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts 01238

Dear Mr. Conley:

You will recall that shortly before the termination of the school year 1967-1968, as a consequence of an order introduced at the April 9, 1968 meeting of the School Committee, the then superintendent appointed a committee including members of the school department staff and members of the community "to study means of improving race understanding in our community." The appointment of this committee on June 26, 1968, was the outgrowth of the April 9th order. In this order the committee was to prepare suggestions which the Superintendent shall consider in making recommendations to the School Committee in the following areas:

1) Recommendations regarding a definite curriculum at all grade levels to be used, in conjunction with regular cirriculum, during Negro History week each year.

2) To examine textbooks currently in use in the Cambridge schools and textbooks available from publishers not presently in use in Cambridge, in order to determine what books most meaningfully and substantively cover the subjects of race relations and the history of minority groups in the United States.

3) Prepare a program which would ensure that as many as possible of the best qualified Negro applicants are encouraged to apply for positions in the Cambridge School System.

This report is intended to present an account of the activities of the appointed committee since its inception. First, let me say that only one member of those named by the superintendent found it impossible to take part in the meetings and the discussions which took place at them. The first meeting of the committee took place at the Houghton School on the day before school closed. Seven of the committee were in attendance. So that we might be off to a swift and productive start in the fall, members were asked to assemble as much information and material as they could dealing with total curriculum, publications which would include contributions to the development of American History and culture by members of minority groups.

Immediately subsequent to the press announcement that a committee to study the topics listed above had been named, the chairman had visits from friends, members of minority groups, and members of other civic groups inquiring in what way they might be of service to the committee. A group, composed chiefly of members of the Civic Unity Committee, met with the chairman alone to discuss the points at issue and agreed to bring thoughts, concrete proposals, and materials to a meeting to be held after school opened in the fall. This meeting and a subsequent one were held and the proposals that the Superintendent's committe and the ad hoc committee arrived at will be listed shortly.

In the meantime, tragedy had visited. The day following the opening of school Mr. Vincent F. O'Connell, a most knowledgable and enthusiastic member of the group, head of the Social Studies Department at Rindge, was stricken, and died within a few days. His sound, common sense approach to the problems with which we were dealing was a great loss.

In spite of Mr. O'Connell's passing, the committee was able to proceed with its plans. Through the good offices of Mrs. Boyce and Mr. Brady, the chairman met with them and with all the social study teachers at Cambridge High and Latin School and Rindge, told them what the committee was hoping to accomplish, and asked for their cooperation and support. This was forthcoming.

There had been a group of juniors and seniors from the two high schools who had been clamoring for a course to be established, a course dealing solely with African history. A meeting was arranged with these students. The group was given an opportunity to air areas of displeasure in the present course of study and to make recommendations for its improvement.

Therefore in regard to the specific items listed in the order of April 9, 1968, and the motion of June 26, 1968, the committee makes the following recommendations:

1) a. Abolish the observance of Negro History week.
   b. Rather, at every opportunity throughout the year, in every class, in every grade recognize the contribution of minority groups to the development of the U. S. A.

2) a. Textbook publishers publish for sales and profit. Most of them found the band wagon and rolled with it as the Civil Rights movement gained momentum. The committee recommends the formation of a committee of librarians, social studies, and English teachers, under the direction of the Director of Libraries and Social Studies. The purpose of this committee is to study present available texts and texts as they reach the market so that the best selection of unbiased materials may reach our classrooms.

3) The committee feels that the present method of teacher selection is a good one. It feels too, however, that recruitment of qualified black applicants should be intensified. If we are unable to attract candidates from the northeast who would meet the needs and demands of Cambridge, perhaps a black member of our staff might be delegated to visit local colleges or universities or even southern black colleges or universities to stimulate interest in Cambridge as a place to teach.

The committee, in addition to attempting to suggest procedures called for, has, through one or more of its members, just concluded a seminar for 35 teachers from grades 2 to 6, a seminar given by Dr. John Gibson of Tufts' Lincoln-Filene Center dealing with race and culture. In addition

1) it is proposing a seminar for social studies teachers in grades 7-12 under the same auspices;

2) it has provided transparencies on the Negro for U.S. History classes in both high schools;

3) it has added approximately 200 volumes dealing with the chief minority group to high school and elementary libraries and classrooms.

The above are things the committee has already considered at length and the actions recommended are a result of that consideration. Cambridge has long had the benefit of the wisdom of the members of the Civic Unity Committee in all matters pertaining to the welfare of the city, particularly in matters of housing, employment, recreation, and education.

The committee would like to thank the following members of the Civic Unity Committee for their contributions at the meetings and to the conclusions finally reached:

Professor Charles Goolsby
Mrs. Gertrude Quick
Mrs. Althea Merchant
Mrs. Marcia Stainton
Mrs. Barbara Beckwith
Mrs. Zoya Slive

Sincerely yours,
/s/John J. Balfe
John J. Balfe, Chairman
Charles Adams
Mrs. Elizabeth Boyce
Edward Brady
Miss Helen Danc
Mrs. Henrietta Jackson
Miss Regina Key

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that the following Board of Examiners be approved to conduct an examination for the position of assistant director of Audio Visual Education at Rindge Technical School:

John Dooley, Dir. Audio-Visual Dept. Boston School Department
Dr. Fred Pula, Dir. of University A-V Services, Boston College
Edward F. Harrington, Dir. A-V Education, Somerville School Dept.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from Arthur D. Little, Inc.:

ARTHUR D. LITTLE, INC.

Nov. 6, 1968
Mr. Raymond F. Scott
Headmaster's Asst. for Science
Rindge Technical School
Cambridge, Mass.

Dear Mr. Scott:

We appreciate the very kind note you sent us after the visit you and the students made here at ADL, the other day.

I want to tell you what a pleasure it was for us — and a privilege — to spend time with such an outstanding group of students. All the private conversations we had with any of them indicated an unusually high degree of interest, competence and dedication. Cambridge High and Latin certainly put its best foot forward, and if this is any indication of the kind of group we can expect through the Chamber's School-Commerce Day, we will be delighted to participate indefinitely in the future.

Sincerely,
/s/Alan A. Smith

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the following proposal, presented jointly by the Superintendent of Schools and the Cambridge Council of Parent-Teachers Associations:

November 14, 1968

Members of the School Committee
City of Cambridge

Dear Sirs:

Attached is a proposal which we hope the School Committee will approve and consider in the forthcoming negotiations with the Cambridge Teachers' Association.

The proposal emerged from a series of Council meetings at which the strengths as well as the weaknesses of the Cambridge School System were discussed from the parents' point of view. It is the feeling of the Council that Cambridge has many fine teachers who, working together, should be able to take some responsibility for planning the curriculum, and for discussing teaching methods.

The Council is in unanimous agreement that the series of monthly teacher meetings described in the attached statement is highly desirable. We believe that this proposal offers a solution to most of the curricular problems which have been presented at our meetings as sources of discontent by parents from the different schools.

We have discussed the proposal with Superintendent Conley who gives his "strong approval". If, at any time, you would like to discuss the proposal in more detail we will be happy to do so.

Very truly yours,
/s/Elizabeth Gill
President
Cambridge Council PTA's

Proposed:

That once each month all Cambridge teachers of the same grade level or subject matter* meet to review methods, materials and curriculum used in their teaching.

Suggested procedures:

1. That the teachers select from their group a chairman who will keep the Superintendent's office informed as to the progress and needs of his group.
2. That the Curriculum Directors already appointed in Cambridge meet with the teachers to discuss the curriculum in Cambridge.
3. That curriculum directors and administrators from other school systems in the area (private, public, parochial) be invited to these meetings upon occasion to outline the methods, materials and curriculum being followed in the corresponding grades in their schools.
4. That upon request of the teachers, experts in specific areas be invited to assist in solving particular problems.
5. That on one occasion publishers be invited to display materials so that the teachers can freely examine at one time the new materials which are available.

Objectives:

1. That Cambridge teachers have an opportunity to exchange ideas among themselves.
2. To provide a source of new ideas from which teachers may draw.
3. To establish similar goals for each grade level throughout the city.
4. to enable new teachers in the city to have informal contact with their more experienced colleagues.
5. To provide an orderly, efficient way of acquainting teachers with the

services already available to them which many of them are unaware of at the present time (audio-visual aids, enrichment programs, Cambridge School Volunteer Project, community resources).

*(at high school or upper level)

The Superintendent presented the following report relative to means and methods to improve the quality of education within the community and the chairman ordered placed on the 'calendar' the Superintendent's recommendation contained in the report, that the position of Headmaster's Assistant for Social Studies at Rindge Technical School be abolished and that a new position of Co-ordinator of Social Studies for Secondary Schools be established, that the qualifications for the new position be those of a headmaster's assistant; that the Staff Board of Examiners be ordered to advertise and evaluate applicants and that the salary for the position shall be $1,000.00 above the salary of a headmaster's aasistant:

The Superintendent's office is constantly seeking means and methods to improve the quality of education within the community. The following report is submitted within this framework.

Cambridge has a natural secondary school campus with two high schools separated by the library, an integral part of any educational compound. Each of the two high schools has made and is making a positive contribution to the education of the youngsters of Cambridge. Each school has its own identity, yet each school shares with the other the only serious rivalry being on the athletic field. And this is good.

The Superintendent has been seeking methods to improve the commonality of the two schools without impairing the uniqueness of either. He believes this proposal does exactly this. The Superintendent proposes as vacancies occur at the headmaster's assistant level in the fundamental disciplines that a new position, a co-ordinator, be established, the coordinator to service both schools. In essence, he would be the headmaster's assistant for both high schools.

The Co-ordinator would have greater opportunities to make maximum use of the skills of his teachers by scheduling teachers from one school to another; to improve the curriculum by avoiding duplication; to establish new courses if a small number of students expressed an interest; and to encourage a greater mobility of the students from one school to the other.

This proposal does not weaken the image or the identity of either school. A student would still be a Rindge student yet have the resources, personal and physical, of Cambridge High and Latin School available to him.

Teachers, too, would have new opportunities for scheduling which would be more realistic.

The Superintendent recommends, therefore, that the position of Headmaster Assistant for Social Studies at Rindge Technical School presently vacant be eliminated and that a new position, Co-ordinator of Social Studies for the secondary schools be created. The qualifications for the new position are to remain those of a headmaster's assistant.

The Superintendent further recommends that the Staff Board of Examiners be ordered by the School Committee to advertise the position and to evaluate applicants.

The Superintendent recommends that the Co-ordinator receive $1,000.00 above the salary of a headmaster's assistant.

/s/ Edward A. Conley
Superintendent of Schools

Mr. Solomons in the chair.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to make part of the minutes the following report from the Superintendent setting forth the manner in which the Superintendent determines his ratings for candidates for promotion to major positions:

1. The ratings submitted by the immediate supervisors over the period of the last three years. (Note: For candidates from outside the Cambridge School Department rating sheets were requested from the Superintendent of that School Department) .... (Total 5 points)

2. Professional preparation, beyond the Master's degree and the calibre thereof; the nature and scope of contributions to the School Department over and above that required by the basic responsibility of each applicant's regular assignment; the nature and scope of contributions of the community; nature of the prior experience. .... (Total 5 points)

3. Potential as an administrator including ability to supervise personnel, interpret educational programs and policies to the public, organize routine school procedures. .... (Total 5 points)

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the report of the Committee on Athletics as set forth below and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent":

Committee on Athletics
Tuesday, Nov. 19, 1968

Present: Mr. Good, Chairman; Mr. Solomons, Mr Wylie.

It was voted to recommend that Charles Stead be appointed Assistant Basketball Coach at High & Latin School, at a stipend of $600.00 for the season.

It was voted to recommend that Stephen Theall, teacher at the Webster School, be appointed Elementary School Basketball Coach at a stipend of $300.00.

It was voted to recommend that Mildred Casey be appointed locker room attendant for the girl's shower room at the War Memorial.

It was voted to recommend that the Director of Athletics be authorized to fill without further advertising the position of male locker room attendant at the Harrington School as expeditiously as possible.

It was voted to recommend that the Director of Athletics be authorized to engage basketball officials for the elementary basketball league on a per diem basis.

Whereas the appointment of Charles Stead as Assistant Basketball Coach at Cambridge High & Latin School creates a vacancy of coach for the Rindge Achievement Classes, the Director of Athletics is hereby instructed to advertise for applicants to fill the position of coach in Rindge Achievement Classes as soon as possible.

Respectfully submitted,
/s/ John A. P. Good, Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of November 6, 1968 "that in accordance with the provisions of Chap. 297 of the general laws, Acts of 1968, that the position of Assistant Director of Pupil Services Assigned to Special Education be established." Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of Nov. 6, 1968, "That Mary C. Daley be elected a teacher—Gr. 7 and assigned to the Thorndike School, at a stipend of $6200.00 per year, effective Nov. 1, 1968." Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee congratulate the new members of the city-wide committee on community schools, appointed by City Manager Sullivan; and, further, that the School Committee pledge its full support to the development of a meaningful school community program for Cambridge.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that whereas the eating habits of our senior citizens differ from those of our school children, the Superintendent is requested to confer with Mr. Flannery, Supervisor of School Cafeterias, to determine the possibility of presenting meals for our senior citizens in the program of serving hot meals to the elderly in school department facilities more in keeping with their eating habits.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted that the Superintendent investigate the Orf-Schulwerk method and equipment for teaching and report to the School Committee in time for preparation of the 1969 school budget.

Mr. Solomons in the chair.

On motion by Mayor Sullivan, seconded by Mr. Good, it was voted to extend the School Committee's sincere congratulations to the group who planned and presented Open House at the Harrington School on November 14, 1968 entitled Special Education—Its Many Facets and Related Services.

Mayor Sullivan in the chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to convene in executive session.

A communication was presented from Mary P. Kelley advising that at the time of the examination for elementary sub-master she had informed the examiner that she wished to withdraw. On motion by Mr. Solomons, seconded by Mr. Good, it was voted that the name of Mary P. Kelley be deleted from the examined list for the position of elementary sub-master at her own request.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the rules of the School Committee notwithstanding that Helen A. Brownrigg, Guidance Counselor assigned to the High & Latin School, be declared eligible to be interviewed and screened for the position of Director of Language Arts: Mr. Clinton, Mr. Good, Mr. Solomons and Mayor Sullivan voting "Yea"; Mr. Duehay and Mr. Wylie voting "Nay"; Mr. Fitzgerald "Absent".

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted on the following roll-call that the persons named below, being the first nine to have signified their willingness to accept the position, be appointed School Cafeteria Helpers: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent."

Catherine L. Flynn, 60 Standish Street, Cambridge
Lillian M. Martin, 70 Montgomery Street, Cambridge
Anne T. Kalinoski, 124 Dudley Street, Cambridge
Amanda R. Schultz, 147 Magazine Street, Cambridge
Dorothy E. Hoxie, 1427 Cambridge Street, Cambridge
Anna Santini, 134 Garden Street, Cambridge
Mary M. Roope, 16½ Cottage Street, Cambridge
Alice E. Reed, 1 Carlisle Street, Cambridge
Celia M. Faria, 91 Fourth Street, Cambridge

The Superintendent informed the committee that in preparing the marks for the recent examination for elementary sub-master that the marks awarded Richard T. Kelley, a candidate for this position was added incorrectly and that the mark reported from the Superintendent of 9.5 should have been 11.5 and the mark awarded by the Board of Examiners should have read five points on "Classroom Visit" instead of four points. Therefore the correct mark for Richard T. Kelley should have read 71.5 and he should have been placed in twelfth position on the established list. On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the records be corrected and Mr. Kelley be awarded his correct mark and placed on the examined list as indicated in the Superintendent's report.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that the names of Louise A. Brown and Diana Scapicchio be added to the approved list of applicants for teaching positions in the evening schools.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation (on roll-call vote) that Ruth F. Boland, Director of Bureau of Pupil Services, be granted leave of absence without loss of salary for the purpose of attending the meeting of the Council for Exceptional Children to be held in Denver, Colorado, April 8 through April 12, 1969: Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea"; Mr. Clinton voting "Nay"; Mr. Fitzgerald "Absent".

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted on the following roll-call to adopt the Superintendent's recommendation that Richard

T. Colgan, Assistant Director of Pupil Services, be granted leave of absence without loss of salary on March 30, through April 3, 1969 for the purpose of attending the meeting of the American Personnel and Guidance Association to be held in Las Vegas, Nevada: Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Clinton voting "Nay"; Mr. Fitzgerald "Absent".

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

Tuesday, December 3, 1968

REGULAR MEETING:

Members present: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of conducting a hearing relative to a report which issued from the office of the Model Cities Program. Mr. Justin Gray, Director of the Model Cities Program, appeared and discussed this report at length. At the conclusion of the hearing the chairman, on behalf of the committee, thanked Mr. Gray for his kindness in attending this meeting.

Having filed the proper notice required by the rules, Mr. Duehay moved reconsideration on the vote taken at the meeting of Nov. 19, 1968 adopting the motion "That the rules of the School Committee notwithstanding, Helen A. Brownrigg, Guidance Counselor assigned to the High & Latin School, be declared eligible to be interviewed and screened for the position of Director of Language Arts." Mr. Wylie seconded the motion .On the following roll-call vote the motion 'to reconsider' failed of adoption: Mr. Duehay and Mr. Wylie voting "Yea"; Mr. Clinton, Mr. Good and Mayor Sullivan voting "Nay"; Mr. Fitzgerald and Mr. Solomons "Absent".

Question came on minutes of previous meetings. The secretary stated that in recording a motion by Mr. Wylie in the minutes of the November 6, 1968 meeting he had inadvertently included the words "in this area" in the motion appropriating funds to cover necessary expenses for the Superintendent in screening applicants for the position of Assistant Superintendent of Schools. The chairman announced that there being no objection the words "in this aera" be eliminated from the motion.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to approve as presented the minutes of the special meeting of November 12, 1968 and the regular meeting of November 19, 1968 and the correction in the minutes of the meeting of November 6, 1968.

There being no objection the chairman ordered made part of the records the following communication from Mrs. Loretta M. Sheehan:

Dear Members of the
Cambridge School Committee

Once again my family and I thank you for this latest tribute to the memory of my late husband, John P. Sheehan, Master Emeritan of Cambridge High & Latin School. Nothing, I am sure would have pleased him more. The renaming of the annual Latin-Rindge Football game and the awarding of the trophy seems a most appropriate way to perpetuate his memory. We enjoyed the first John J. Sheehan Contest very much and it seems most fitting that the game should have resulted in a tie score, thus giving both schools an equal share in the trophy for the first year.

I am still enjoying the beautiful bouquet of flowers presented so graciously to me. Thank you for all your kindness and courtesy to me.

Sincerely,

Loretta M. Sheehan

There being no objection the chairman ordered placed on file a communication from Joseph A. Kozlowsky, Director of Physical Education, thanking the committee for their kindness during his recent illness.

There being no objection the chairman ordered placed on file a communication from James F. Fitzgerald, Vice-Chairman of the School Committee, thanking the committee for their kind expressions of encouragement during his recent illness.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll-call to approve the following transfer of funds: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald and Mr. Solomons "Absent":

That in addition to sums previously appropriated, the following amounts be and the same hereby are appropriated:

TO:	Schedule B-10 Rental	$650.00	
	Schedule B-14 Motor Vehicle Repair	125.00	
	Schedule B-22 Medical Services	150.00	
	Schedule B-39 Services not otherwise coded	550.00	
	Schedule D-5 Medical Supplies (Nurse)	275.00	
	Schedule D-16 Supplies not otherwise coded	4,000.00	$5,750.00

— said sum of $5,750.00 to be provided by transfer from Schedule A-2 Temporary Employees.

That in addition to sums previously appropriated, the sum of $15,000.00 be and the same hereby is appropriated to Schedule F-13 Labor & Materials, Buildings & Grounds, said sum to be provided by transfer from Revolving Account PL864.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted to refer to executive session a petition received from the Abraham Lincoln School, requesting that the School Committee use its full authority to hasten the appointment of a full-time principal for the A. Lincoln School.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to accept with pleasure the kind offer of a group of citizens represented by Mrs. A. T. Sawyer, to show a film at the next meeting entitled "Why Billy Couldn't Learn," portraying the perceptually handicapped child.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to place on the 'calendar' for consideration at the next meeting a communication from the Russell School PTA relative to a zoning change being considered by the City Council in the neighborhood of the new Tobin School, in particular, Fern Street.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted to make part of the minutes the following notices received from the City Council:

— In City Council —

November 25, 1968

ORDERED: That the City Council hereby authorizes the employment of Attorney Leon J. Kowal, of the law firm of Kowal & Kowal, as collective bargaining representative of the Cambridge School Committee in accordance with the provisions of Chapter 633 of the Acts of 1968.

A true copy: Attest: Thomas M. McNamara, City Clerk.

— In City Council —

November 25, 1968

WHEREAS: The Cambridge High and Latin School soccer team, organized as a formal team for the first time this year, has brought additional renown to the annals of Cambridge School sports competition by its spectacular record of eleven wins and one loss, and WHEREAS: This record of only one defeat was at the hands of the powerful Boston English team, and WHEREAS: Cambridge High & Latin School later compensated for this one setback by a convincing victory over Boston English, therefore be it

RESOLVED: That the Cambridge City Council does hereby extend its warmest congratulations to the coach, Mr. John Arone, and all the players, and be it further RESOLVED: that copies of this resolution be sent to the school headmaster, Mr. Raymond J. D'Arcy, and to the School Committee.

A true copy: Attest: Thomas M. McNamara, City Clerk.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to make part of the minutes the following report received from the Assistant City Manager; and, further, that he be asked for a further report on the specific request made to the City Manager for information on the demolition of the Houghton and Thorndike Schools; the acquisition of property surrounding these schools; the scheduled date when demolition of the buildings will begin; information as to when advertisements will be inserted for the erection of the new buildings:

December 3, 1968

Edward J. O'Connell, Secretary
The Cambridge School Committee
Dear Mr. O'Connell:

A prior order of the Cambridge School Committee has requested information from our office concerning the construction of the Kennedy, King tion from our office concerning hte construction of the Kennedy, King and Tobin Schools. The City Manager has requested me to communicate with you in response to this order and I take this occasion to reply:

With reference to the Kennedy School, I have talked with the architect and I am advised that they will finish the written specifications no later than December 15th and hopefully prior to that date. As soon as this material is available, I shall forward it, together with a copy of the plans, for the approval of the State School Building Assistance Commission.

I have talked with our architect this morning concerning the Martin

Luther King, Jr. School and I have been advised by them that the written specification for this school will be completed by their office on Monday, December 9th. I am further advised that we will have two copies of these same specifications later that day. As soon as I receive this material, I will forward one copy to the State School Building Assistance Commission for their review. This Commission does have a copy of the plans on file but they are unwilling to make an acceptance without a copy of the specifications.

As far as the Tobin School is concerned, we have previously forwarded to the State School Building Assistance Commission a complete set of plans and specifications. I have been advised by the Commission by phone today that they have approved the plans and specifications. They further advise me that a confirmatory letter will be sent to me within a week.

As soon as the School Building Assistance Commission signifies their approval of the plans and specifications, the City is prepared to solicit bids covering the construction of all schools.

I know that it will be necessary to obtain the approval of the State Emergency Finance Board but I think this approval can be obtained during the bidding period.

Very truly yours,
/s/ John H. Corcoran
Assistant City Manager

SUPERINTENDENT OF SCHOOLS
Reports and Recommendations

Conforming to an order that he confer with Mr. Flannery, Supervisor of Cafeterias relative to serving hot meals to the elderly in keeping with their eating habits, the Superintendent presented the following report, and on motion by Mr. Good, seconded by Mr. Clinton, it was voted to accept the report:

> "The Superintendent has conferred with the Supervisor of School Cafeterias as directed. The Superintendent respectfully calls to the attention of the School Committee that the school department entered into this program to feed the elderly after consultation with the Mass. Department of Education's Office of School Lunch Programs and Nutrition Education. The basic reason for using school cafeterias is that the nutritional requirements for school children are very similar to the nutritional needs of the elderly. Dorothy Nicoll, Chief Nutrition Section, Mass. Department of Public Health, has made a survey of menus in the school lunch as compared to the nutritional needs of the elderly and found close similarities. The School Department has every intention of co-operating to the fullest to make this program a success. Whenever opportunities are presented to add to the menu or even to vary the menu the School Department will do so."

Conforming to an order that he investigate parking facilities in the area around public school buildings, the Superintendent presented the following report and on motion by Mr. Good, seconded by Mr. Duehay, it was voted to accept the report:

On the basis of reports received by the Superintendent it would appear that in only two schools, the Morse School and the Peabody School, is there adequate off-street parking provided for the staff.

Residents of the Peabody School area use the spaces there for overnight parking and frequently do not remove their cars before 8:00 a.m. each morning.

The Morse School parking area is locked each evening and consequently the same problem does not occur.

At the Cambridge High and Latin School and at Rindge Technical School there are inadequate parking spaces to provide spaces for the entire faculty.

Spaces at both schools are often preempted by local residents and by adjoining garages with a consequent decrease in the availability of parking spaces.

Around the elementary schools with the exception of the Putnam, Thorndike and Roberts there appears to be adequate space for street parking except during the winter months when snow storms limit the available space.

The winter months and snow likewise complicate the problem at most of the other elementary schools.

In essence, unless the City Government will by eminent domain or some similar legal procedure obtain title to land adjacent to the schools and establish with the Public Works Department a procedure for clearing these areas of snow as soon as that becomes a problem it will not be possible nor feasible to provide off street parking for all members of the faculty at each school.

There are some items which can be considered without the taking of private homes or businesses.

1. At the Rindge Technical School.
    a. The Cambridge Street side of Irving Street adjacent to the school be widened as was the Broadway street side to provide angle parking for approximately ten additional cars.
    b. The courtyard between the Offices of the Superintendent and the Rindge Gymnasium be hard topped to provide space for the Business and the Superintendent's Offices.
2. At Cambridge High and Latin School and at Rindge Technical School.
    a. All available spaces be assigned by number and use thereof during school days limited to those with permits. Distribution thereof be the responsibility of the Headmaster of each school.
    b. That all staff personnel be informed of the limited space available and of alternate on-street parking which can be used on a first come first served basis.

At each of the Elementary Schools that the staff be made cognizant of the parking regulations applicable to the on-street parking in the immediate area and of those areas where parking is legal.

In a city as congested as Cambridge it is both economically and physically impossible to provide reserved parking in close proximity to each school for all members of our staff.

The primary objective in building new schools must be to provide space for both the school building and for adequate recreational space nearby. Parking must be subject to these requirements for the good of the children.

EDWARD A. CONLEY
SUPERINTENDENT OF SCHOOLS

The Superintendent announces that the examination for the position of Assistant Director of Audio Visual Education at the Rindge Technical School will be held at 9:00 a.m. on January 11, 1969 at the Rindge Technical School, 1700 Cambridge Street. Applications are available at the Office of the Superintendent of Schools and must be submitted on or before Friday, December 27, 1968.

Conforming to an order that he conduct a survey to determine the needs for space in the Harrington School, the Superintendent presented the following report: and on motion by Mr. Clinton, seconded by Mr. Wylie it was voted to accept the report:

The enrollment figures for the Harrington School since its opening in 1960 are as follows:

October, 1960	1,147
October, 1961	1,149
October, 1962	1,083
October, 1963	1,056
October, 1964	1,083
October, 1965	1,044
October, 1966	1,032
October, 1967	1,014
October, 1968	1,001

Space is critical at the present time at the Harrington School. Since the Academically Talented Classes were assigned to this building in 1964 it has been necessary to use space other than that for which it was orginally intended. For example, the Conference Room is used for Remedial Reading Classes and the Teachers' Restaurant is used to give easement to an overcrowded Kindergarten. In addition, the dressing rooms offstage are used for Instrumental Music, Speech Therapy, and other Remedial work.

This situation will continue, in the Superintendent's judgment, until the Robert F. Kennedy School is built. This new building will allow the reassigning of the Academically Talented Classes as well as one or two Special Classes through freeing four classrooms for normal school operation. This conclusion is based upon a projected stable school population.

The Superintendent recommends, therefore, that this situation, admittedly unsatisfactory at the present, be accepted until the Robert F. Kennedy School is available.

EDWARD A. CONLEY
SUPERINTENDENT OF SCHOOLS

The Superintendent presented the following communication from the Division of Youth Service, and recommended that up to six (6) additional Adjustment Counsellors be provided for in the 1969 budget. On motion by Mr. Good, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation:

THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF YOUTH SERVICE
14 SOMERSET STREET, BOSTON

John D. Coughlan
Director

TO: SUPERINTENDENT AND SCHOOL COMMITTEES
FROM: JOHN D. COUGHLAN, DIRECTOR
DATE: NOVEMBER 8, 1968

As the author originally of the School Adjustment Counselling Program and as the State officer chiefly responsible for its administration, I am very happy to inform you that Chapter 66 of the Acts of 1968 has extended the benefits of this program to include all of the high school grades, in addition to grades 1 - 8 previously serviced. This extension was signed by His Excellency Governor Volpe on March 19, 1968.

Last year, in this Program, we reached over 11,000 children in the first eight grades, together with their parents. These children were helped to make normal school progress, and the efforts of the School Adjustment Counsellor were directed to preventing these children from becoming school failures. This means, also, that many were kept from delinquency.

Our studies show very clearly that school failure is a major factor in the development of a delinquent; but that, on the other hand, success in school can often be the salvation of youngsters, no matter how inadequate and lacking their homes may be.

For your information, commitments to the Youth Service Board have declined 23.4% during the recent three fiscal years ending June 30, 1967. (Figures not ready for the past year.) The School Adjustment Counselling Program has been a major factor in this reduction, and I believe that its extension into the secondary school grades will increase the beneficial effects in the years to come.

At this time, also, I wish to inform you that some communities have recently employed qualified Negroes as School Adjustment Counsellors. This is a helpful and hopeful development. I call your attention to the fact that others are available and qualified for this work.

His Excellency Governor Volpe has urged all Department heads to make special efforts to employ qualified Negroes, and I want you to know that we are ready and willing to assist you in finding and employing Negroes in these positions. Please contact Mr. George O'Shea, Director of the School Adjustment Counselling Program.

In order to refresh your memory with respect to the procedure that should be followed in employing a School Adjustment Counsellor, two steps should be taken:

1. Approval for establishing the position, or positions as the case may be, inasmuch as each position must be approved by the Director of the Division of Youth Service.

2. Once the approval for establishing the position or positions has been received, the local school authorities can proceed to find a candidate who meets the personal and professional qualifications which have been established. These

must then be approved by the Director of the Division of Youth Service and the Commissioner of Education.

The major purpose of this second step is to be sure that any person hired to work in these delicate areas of life and living, closely involved with emotional conflicts and family life, will have more than superficial or merely academic qualifications but will be fully qualified for this important professional work.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to make part of the minutes the Superintendent's report that the move of the Houghton School students to their new portable location has been postponed because of the failure of the contractor to meet his commitment. No new date has as yet been selected pending the fulfillment by the contractor of his contract.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to make part of the minutes the following report from the Superintendent relative to the establishment of the position of Administrative Assistant, and that the Superintendent's recommendation be placed on the 'calendar' as required by the rules:

The Superintendent is convinced that the Board of Examiners performs a vital and essential role in recommending to him candidates for positions in our schools who meet consistently high standards.

He feels that this is a function which cannot and must not be negated.

But with the increasing responsibility that the School Committee places upon the Board in screening all candidates, in visiting colleges to recruit and interview prospective teachers and in evaluating all applicants, the present organization is not practical.

In order to visit the Colleges in our immediate vicinity this year three members of the Board have already been absent from their regular assignments for two days to visit two colleges.

The schedule for visits yet to be made will require three members of the Board to be absent every day in February and the first week in March.

During that same period of time and for at least the remainder of March it will be necessary for the remainder of the Board to interview those candidates who come directly to the School Department Office.

In essence this means that all the members of the Board will be absent from their regular full time assignments for two months.

It is with reluctance that the Superintendent recommends that the present organization of the Board of Examiners be changed and in its place there be established a full time Board of Examiners consisting of three members who shall be classified as Administrative Assistants and who shall be directly responsible to the Superintendent. Recruitment, screening and evaluation of all applicants for teaching positions, both regular and substitute, shall be their primary responsibility.

Directors of the special areas of the curriculum will be requested to assist in the recruiting and evaluation of candidates for teaching positions in their respective fields.

The three members of the Board of Examiners will have an additional duty as Administrative Assistants to the Superintendent.

Salary will be that of an Assistant Director and their work year will be from September 1 to June 30 excluding only those days on which the Office of the Superintendent is closed.

The Administrative Assistants will be recommended by the Superintendent for the consideration of the School Committee.

The Superintendent believes that this reorganization is both educationally sound and administratively efficient.

Edward A. Conley
Supt. of Schools

On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation to accept the resignations of the following teachers:

Longfellow School	Mrs. Kathryn C. Gabbard	Effective Dec. 31, 1968
High & Latin School	Elaine M. Hansis	Effective Dec. 31, 1968
M. E. Fitzgerald School	Nancy J. Mellen	Effective Dec. 31, 1968
Art Department	Mrs. Jane Rockwell	Effective Dec. 31, 1968

The Superintendent reported the marriage of Diane M. Brutti, teacher at the Morse School to Richard T. Griffin and her name will now appear on our records as Diane M. Griffin; of Ellen M. Foster to Richard Varella and her name will now appear on our records as Ellen M. Foster. (Mrs. Foster is a teacher at the M. E. Fitzgerald School).

On motion by Mr. Duehay, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation that the Board of Examiners to conduct the examination for the position of Assistant Director in charge of Special Education, be approved: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Solomons "Present"; Mr. Fitzgerald "Absent":

Miss Arlene Walton
Director of Special Education & Testing, Malden Public Schools

Dr. John Eichorn
Director of Special Education & Rehabilitation, Boston College

Dr. William Goldman
Head, Department of Special Education, Fitchburg State Teachers College.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to refer to executive session the Superintendent's recommendation relative to approving applicants for teaching positions in After School Centers.

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call to accept the report of the Sub-committee on Athletics, as set forth in detail below, and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent":

COMMITTEE ON ATHLETICS

Tuesday, November 26, 1968

Present: Mr. Good, Chairman
Mr. Solomons
Mr. Wylie
Mr. Clinton
Mr. Kozlowsky, Director of Athletics
Mr. Paul Cowles, Superintendent of Recreation
Deputy Superintendent of Schools, David Hockman

It was voted to allow the Model Cities Committee permission to display a banner at the Rindge-Latin football game at Russell Field on Thanksgiving day.

It was voted to recommend that Mr. Cowles be requested to report to the committee any restrictions on the use of the yards adjacent to the schools and any other problems which may be relevant thereto.

It was voted to recommend that the Superintendent be requested to examine the play areas adjacent to the schools, to prepare a list of the equipment necessary to bring each area up to date and to submit his report in time for consideration in the 1969 school budget.

It was voted to recommend that a joint meeting of the Director of the Planning Board and the School Committee be scheduled during January 1969.

It was voted to recommend that the Deputy Superintendent, Mr. Hockman, Mr. Kozlowsky and Mr. Cowles be authorized to proceed forthwith in the award of a contract for the installation of a new diving board at the War Memorial pool with the understanding that the cost will be shared equally by the School Department and the Recreation Department.

It was voted to refer to the Sub-Committee on Buildings & Grounds a report that at the Russell School gym a new basket should be installed; that the area is consistently without sufficient heat in the evening and that the area is not kept in a sanitary condition.

The development of the recreational area at the rear of the new Tobin School and of Russell Field were discussed at length.

It was voted to recommend that Mr. Cowles and Mr. Kozlowsky be requested to coordinate the placement of bang boards for use in tennis practice.

It was voted to recommend that two additional positions of Assistant Football Coaches be authorized, one for High and Latin School and one for Rindge Technical School and that salaries for these positions be included in the 1969 budget.

It was voted that the Superintendent and the Director of Physical Education be requested to report to the sub-committee on athletics on a long range program for the improvement of the physical education and athletics programs for all schools; said report shall include specifications for an expanded intramural athletic program in the elementary schools which would have more games and involve more boys and girls in each school, and what additional personnel and equipment would be required to accomplish such an expanded program; and further, this report should contain recommendations on the feasibility of having a swimming instructional program at the 4th grade level or at whatever level the Superintendent and Director deem advisable which would aim at teaching every elementary child to swim in the specified grade level; the report should, further, contain an analysis of the play yards in each elementary school setting forth those which are not very well equipped, those which are reasonably well equipped, those which are reasonably well equipped but not operable and the reason they are not operable and why students are not able to use the equipment. The report shall set forth the additional personnel, additional facilities, time schedule for implementation, and the amount of money necessary for the 1969 School Department budget.

It was voted to recommend that the Superintendent be requested to report on the after-school activities and the schedules thereof at each of the schools.

It was voted to recommend that Charles Killilea, teacher at Rindge Technical School, be appointed to the position of Basketball Coach for the Rindge Technical School, Boys' Achievement Unit at a stipend of $350.00 per season.

It was voted to recommend that James Hallice, teacher at Rindge Technical School, be appointed to the position of Coach Supervisor of the elementary school basketball program at a stipend of $300.00 per season.

It was voted to accept with thanks the offer of the Cambridge Community Center for the use of their basketball facilities by the Houghton School pupils without cost.

Respectfully submitted,
/s/ John A. P. Good, Chairman

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll-call to approve the report of the negotiating committees for the School Committee and the Custodian's Union, set forth in detail below, and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent":

> The final meeting of the negotiating committee of the Cambridge School Committee and the Custodian's Union was held on Wednesday, November 20, 1968.
>
> It was unanimously voted to recommend approval and adoption of the proposed Agreement between the Cambridge School Committee and Local 1611, State Council 41, American Federation of State, County and Municipal Employees, said Agreement to run from the date of acceptance to August 31, 1970:

AGREEMENT

Between

CAMBRIDGE SCHOOL COMMITTEE

And

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

AFL-CIO, STATE COUNCIL 41, LOCAL 1611

This agreement entered into by the Cambridge School Committee hereinafter referred to as the Employer, and Local 1611, State Council 41, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE I
RECOGNITION

Pursuant to a certification of representatives issued by the Massachusetts Labor Relations Commission as follows —

> "By virtue of and pursuant to the power vested in the Labor Relations Commission by Sec. 178H of Chap. 149 it is hereby certified that American Federation of State, County and Municipal Employees and its appropriate affiliates AFL-CIO has been selected by a majority of the employees in the appropriate bargaining unit set forth in the Commissioner's decision as their representatives for the purpose of collective bargaining and that pursuant to Section 178H (3) of the Law, American Federation of State, County and Municipal Employees and its appropriate affiliates AFL-CIO is the exclusive representative of such employees of City of Cambridge School Committee for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment."

—the School Committee recognizes the Local 1611, State Council #41 American Federation of State, County and Municipal Employees, AFL-CIO, herein after referred to as the Union to be the exclusive bargaining agent of a unit of the Building Service Employees of the School Committee, said unit to include employees in the following classifications: Matrons, Janitresses, Junior Building Custodians, Senior Building Custodians, but excluding all other employees of the School Committee.

This recognition is to continue for the duration of this contract only.

Payroll deductions for dues shall be authorized only for Local 1611, State Council #41 American Federation of State, County and Municipal Employees, AFL-CIO for the duration of this contract.

ARTICLE II
DEFINITIONS

Section 1. The words "employee" and "employees" as hereinafter used in this Agreement, refer only to such employees as fall within the collective bargaining unit described in Article I hereof.

The term "regular" employee, as hereinafter used in this Agreement, shall refer only to such employees who hold permanent or provisional status in a regular assigned position. The term "temporary" employee as hereinafter used in this Agreement, shall refer to an employee who (a) substitutes for a regular employee, or (b) is engaged for a period of time for a special assignment or for additional work, or (c) is serving on an intermittent provisional basis. Unless otherwise stated in this Agreement, all terms and provisions apply to regular employees.

Section 2. Whenever used in this Agreement, the male noun or pronoun is used to include the female noun or pronoun wherever the context permits or requires.

ARTICLE III
UNION DUES AND CHECK-OFF

A. Employees shall tender the initiation fee (if any) and monthly membership dues by signing the Authorization of Dues form. During the life of this agreement and in accordance with the terms of the form of Authorization of Check-Off of Dues hereinafter set forth, the Employer agrees to deduct Union membership dues from the pay of each Employee who executes or has executed such form and remit the aggregate amount to the Treasurer of the Union along with a list of employees who have had said dues deducted. Such remittance shall be made by the 10th day of the succeeding month.

B. The Union will certify to the Committee in writing the current rate of its membership dues. The Union will give the Committee thirty (30) days written notice prior to the effective date of any change in the rate of its membership dues.

C. Deductions referred to in Section A above will be made in equal monthly installments during the year. The Committee will not be required to honor for any month's deduction any authorization that is delivered to it later than one (1) week prior to the preparation of the payroll from which the deductions are to be made.

AUTHORIZATION FOR PAYROLL DEDUCTION

BY ....

Name of Employee

TO ....

Name of Employer

Effective .... I hereby request and authorize you to deduct from my earnings each month the amount of $.......................................

This amount shall be paid to the treasurer of local union No............. and represents payment of my union dues.

These deductions may be terminated by me by giving you a 60 days' written notice in advance or upon termination of my employment.

....

Employee's signature

....

Employee's address

....

ARTICLE IV
GRIEVANCE PROCEDURE

The purpose of the procedure set forth hereinafter is to produce prompt and equitable solutions to those complaints which from time to time may arise involving the wages, hours, or the conditions of employment of the members. The Committee and the Union desire that such procedure shall always be as informal and confidential as may be appropriate for the complaint involved at the procedural level involved.

A. DEFINITION:

A grievance shall mean a complaint that there has been as to a member a violation, misinterpretation or inequitable application of any of the provisions of this Agreement. As used in this Article the term "member" shall mean also a group of members having the same grievance.

B. ADJUSTMENT OF GRIEVANCE:

Grievances shall be presented and adjusted in the following manner;

1. General Procedures

(a) Informal Procedure.

The aggrieved member may discuss the matter with his appropriate intermediate supervisor or any superior administrator, but not with the Committee unless the Union shall have been notified prior to such meeting of the date and time thereof and the nature of the matters to be discussed. The appropriate intermediate supervisor of any member regularly assigned to a particular school building shall be the principal of that building; for any member not so assigned the 'appropriate intermediate supervisor' shall be the Chief Custodian. If the matter is not disposed of to the member's satisfaction within ten (10) calendar days after he has initiated discussion, he may proceed under Formal Procedure in any event.

(b) Formal Procedure

Step 1. The Union Steward and/or representative, with the aggrieved employee shall take up the grievance or dispute in writing with the employee's immediate supervisor within ten (10) calendar days of the date of the grievance or his knowledge of its occurrence. The Supervisor shall attempt to adjust the matter and shall respond to the steward within ten (10) calendar days.

Step 2. If the grievance has not been settled, it shall be presented in writing to the Superintendent of Schools within ten (10) calendar days after the Chief Custodian's response is due. The Superintendent or his designee shall respond to the steward in writing within ten (10) calendar days.

Step 3. If the grievance still remains unadjusted, it shall be presented to the School Committee in writing within three (3) working days after the response of the Superintendent is due. The School Committee shall respond in writing within ten (10) working days after its next regular scheduled meeting. Failure by the School Committee to reply within this period shall be construed as a decision favorable to the employee.

Provisions Applicable to Grievances at Steps One, Two and Three. Each written statement of a grievance shall include (1) a concise statement of facts constituting the grievance; (2) a reference to the applicable provisions of the Contract; (3) the date upon which the act or omission giving rise to the grievance occurred and, if applicable, the later date upon which the member first learned of the same and a concise statement of the reasons why the member should not be held to have learned of the same earlier and (4) the dates of all prior written presentations, if any. Each statement under Step Two or Three shall be signed on behalf of the Union by its president or a vice-president.

Conferences held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons who are involved to attend and there will be no loss of salary for working time spent by employees who participate in conferences in the event they are held during working hours.

Precedent. A written summary shall be made of the disposition of any grievance at Step Two or Step Three.

Records. While both parties may maintain files of grievances and the dispositions thereof, the Committee shall not make any entry or file any paper in the personnel file of any employee involved in a grievance except as may be required to implement the disposition thereof.

Reprisals. No reprisal of any kind shall be taken by any party hereto against any person who participates in any way in any grievance proceedings by reason of such participation.

Arbitration. If a grievance involving the interpretation or application of any provision of this Agreement shall not have been disposed of under Step Three of the grievance procedure to the satisfaction of the member and the Union, the Union may, not later than twenty-five (25) working days next following the presentation of the grievance under Step Three, initiate arbitration of the grievance under the rules then obtaining of the American Arbitration Association. This initiation may also be made by submission under such rules. The arbitration shall proceed under such rules except that the parties may, if they can, mutually designate the Arbitrator.

The Arbitrator shall be without power to modify, alter, add to, or subtract from the provisions of this Contract. The arbitrator's award, if within his jurisdiction, shall be final and binding on both parties.

The fees of the American Arbitration Association and of the arbitrator and the expenses of the arbitrator and the conduct of the hearing shall be shared equally by the parties but each party shall bear its own expenses for the presentation of its case.

Arbitration pursuant to this Article shall be the exclusive remedy available to the School Committee and the Union in the event that a grievance is not disposed of under the Grievance Procedure.

ARTICLE V
NO STRIKES

Section 1. The term 'strike' wherever used in this Agreement, shall be deemed to include any strike, sitdown, slowdown, or any other work stoppage on concerted refusal to perform normal work duties on the part of any employee covered by this Agreement.

Section 2. The Union agrees that there shall be no strike during the term of this Agreement.

Section 3. It is understood and agreed that in the event of any strike on the part of any employee or employees during the term of this Agreement, the Union shall, upon the occurrence of such strike and upon the request of the School Committee, notify, in writing, the employees involved that such action by said employees was unauthorized and in violation of the provisions of the Agreement and shall direct said employees to return to work promptly, and the Union shall take such further steps as may be reasonable under the circumstances to bring about a termination of any such strike. A copy of any written notice required under the provisions of this section to be sent by the Union to the employees involved in any such strike, shall be given simultaneously by the Union to the School Committee.

In any event, the School Committee may, upon the occurrence of such strike in violations of the provisions of this Article, take such disciplinary action or actions, including discharge, with respect to any employee or employees who have participated in such strike, subject to the employee's rights to review under the contract and applicable laws.

ARTICLE VI
TRANSFER TO VACANCIES

When a permanent vacancy occurs in any classification covered by this agreement, due notice shall be mailed to each eligible person not less than ten days after such permanent vacancy occurs. When notices are mailed said notices shall contain the closing date for the receipt of applications. Transfer to permanent vacancies shall be filled within thirty working days of their occurrence.

When more than one vacancy exists, such fact shall be made clear in the notice.

All employees regularly in the employ of the School Committee who, by reasons of such employment are eligible for the vacancies for which notice has been mailed, may make application in writing to the Chief Custodian for the vacant position or positions.

The Chief Custodian shall select for appointment one of the three applicants with the greatest seniority. When the Chief Custodian recommends any person other than the person with the greatest seniority he shall, prior to submission of his recommendation to the School Committee, notify the person with the greatest seniority of his decision and his reasons for not recommending the person with the greatest seniority. In all cases, seniority for vacancies shall be determined by the seniority list as filed by the School Department with the Massachusetts Division of Civil Service under Chapter 31 Section 15c. In the event there are no applicants, appointments to such positions shall be made in the inverse order of seniority.

The above shall not in any way abridge the right of the Chief Custodian to effect temporary placement of employees.

Seniority is defined as the length of time an employee has been employed as a regular employee by the Cambridge School Committee in a specific classification.

ARTICLE VII
HOURS OF WORK

The regular hours of work each day shall be consecutive except for interruptions for lunch period.

The work week shall consist of five consecutive eight (8) hour days, beginning Monday or Tuesday, except for employees in continuous operations, discussed below.

The normal work period shall consist of the same eight (8) consecutive hours within any forty (40) hour period, except that an employee shall be notified at least five (5) working days prior to any change in his work schedule.

Employees engaged in continuous operations are defined as being any employee or group of employees engaged in an operation for which there is regularly scheduled employment for twenty-four (24) hours a day, seven (7) days a week. The work week for employees engaged in continuous operations shall consist of five (5) consecutive eight (8) hour days.

This article applies only to regularly appointed employees.

No employee shall absent himself from his assigned duties without proper permission.

The hours of work and the length of the work year for school matrons and janitresses shall remain as presently in effect.

ARTICLE VIII
OVERTIME

Employees covered by this agreement shall be paid overtime at the rate of one and one-half (1½) times their regular rate of pay for work in excess of eight (8) hours in one day and forty (40) hours in one (1) week. All work not regularly scheduled performed on Sunday shall be paid at the rate of two (2) times the regular rate of pay.

Any employee called back to work on the same day after having completed his assigned work and left his place of employment and before his next regular scheduled starting time shall be paid at the rate of time and one-half for all hours worked on recall. He will be guaranteed a minimum of three (3) hours pay at time and one-half.

Employees shall not be required to take time off for any overtime.

Overtime shall be equally and impartially distributed among employees covered by this agreement.

Overtime shall be voluntary except in case of emergency; and overtime offered and refused, shall be charged to the employees record for available overtime work.

The Chief Custodian shall keep records of all overtime work including all compensation received from all sources. In case of grievance involving such records, they shall be subject to examination by the Union representative.

A record of all overtime hours worked by each employee shall be posted on the department bulletin board monthly.

ARTICLE IX
REST PERIODS

All employees' work schedules shall provide for a fifteen (15) minute rest period during each one-half (½) shift. The rest period shall be scheduled at the middle of each one-half shift whenever this is feasible.

ARTICLE X
HOLIDAYS

The following days will be considered to be paid holidays if they fall on a regularly scheduled work day:

1 January
22 February
19 April
30 May
17 June
4 July
Labor Day
12 October
11 November
Thanksgiving
Christmas
Half day before Christmas
Half day before New Year's

and any other day that may be declared a holiday by the Governor of the Commonwealth or the General Court.

Any employee required to work on a holiday shall receive double the regular rate of pay for all hours worked, but in no case shall this be less than an amount equal to two (2) hours at the above rate. If an employee is required to work in excess of eight (8) hours on a holiday, triple time his regular rate of pay will be paid for all hours over eight (8).

It will be the responsibility of the custodian-in-charge of each school to arrange for the display of the flag on all days when schools are in session and on all legal holidays.

ARTICLE XI
VACATIONS

Calendar Year Positions	Length of Vacation
For less than one (1) year's service	1 working day for each month employed
For one (1) year's service but less than 3 year's service	2 calendar weeks
For 3 years' service but less than 10 years' service	3 calendar weeks
For 10 years' service or more	4 calendar weeks

The vacation year is effective as of July 1st. In the first year of an employee's service, employment prior to December 1st shall be considered as a year of service.

Vacation allowances are not cumulative.

All employees will submit their preferences for the time of taking their vacations to the Chief Custodian who will give consideration to such preference, between closing of school in June and opening of school in September.

When an employee is on leave without pay and/or absent without pay for more than fifteen (15) cumulative scheduled work days in any vacation year, such employee shall have deducted from his vacation allowance that proportion of the allowance provided in the above schedule which the number of such workdays of absence bears to the total number of scheduled workdays in the vacation year.

When a holiday falls within the vacation period the employee shall be granted an extra day vacation.

Chap. 41, Sec. 111E (Annotated Laws)

Whenever the employment of any person subject to section one hundred and eleven or sections one hundred and eleven A, one hundred and eleven D or one hundred and eleven G is terminated during a year by dismissal through no fault or delinquency on his part or by resignation, retirement or death, without his having been granted the vacation to which he is entitled under such section, he, or in case of his death, his estate, shall be paid, at the regular rate of compensation payable to him at the termination of his employment, an amount in lieu of such vacation; provided, that no monetary or other allowance has already been made therefor. The official head of the department in which the person was last employed shall enter on the departmental payroll all amounts payable under this section. The provisions of this section shall also apply to any person not subject to any of the aforesaid sections whose service is terminated as aforesaid without his having been granted the vacation to which he is entitled under a by-law, ordinance or executive order; provided that such by-law, ordinance or executive order so provides.

Vacation allowances for school Matrons and Janitresses shall be as presently in effect.

ARTICLE XII
LEAVE

Section 1. **Personal Illness.** Regular employees with less than one year's service shall be credited with one and one-quarter days sick leave each month or major portion of month.

Regular employees with more than one year's service are granted leave of absence of fifteen (15) days a year without loss of salary effective September 1 each year. Said employees shall accumulate from year to year any unused portion of the specified sick leave.

Each custodian joining the service after September will be granted sick leave promulgated on the basis of one and one-quarter days for each month or major portion thereof in which they are employed.

At the conclusion of five sick days leave the employee shall be required to present a doctor's certificate certifying to his illness.

Section 2. **Death**

a. Regular employees may be granted leave of absence with pay for not more than three (3) calendar days on account of the death of father, mother, brother, sister, husband, wife, child, son-in-law, daughter-in-law, or parent-in-law, whether such relative was a member of the employee's household or not. Pay for absence not to exceed three calendar days will also be allowed on account of the death of any other relative who was a permanent member of the employee's household or of any other person with whom said employee made his or her home.

b. Regular employees also will be paid full salary for absence not to exceed one (1) day to attend the funeral of a first cousin, grandparent, grandchild, brother-in-law, aunt, uncle, nephew or niece.

Section 3. Court Appearance. No salary deduction is made in case of absence of regular employees by reason of being called to appear in court or other tribunal. Such absence shall be only for the time necessary for such appearance and as the result of the issuances of legal summons.

Section 4. Temporary leave of absence: Employees will be entitled to the following leave of absence with pay each year.

Three (3) days personal leave may be granted subject to the approval of the Superintendent and the Chief Custodian. Application for personal leave will be made at least twenty-four hours before taking such leave (except in cases of emergencies) and the applicant for such leave will be required to state the reason for such leave. Such leave shall be deducted from sick leave allowed under Section 1 of this Article.

ARTICLE XIII
UNIFORMS AND PROTECTIVE CLOTHING

If any employee is required to wear a uniform, protective clothing, or any type of protective device as a condition of employment, such uniform, protective clothing or protective device shall be furnished to the employee by the employer; the cost of maintaining the uniform or protective clothing in proper working condition (including tailoring, dry cleaning and laundering) shall be paid by the employer.

The employer agrees to provide all material, equipment and tools required to perform the duties assigned to the employee covered by this agreement.

ARTICLE XIV
HEALTH AND WELFARE

It is agreed that should any changes occur in the statutes affecting health and welfare plans this agreement will be immediately reopened for negotiations on this subject.

ARTICLE XV
BUILDING ORGANIZATION

As of the effective date of this contract, subject to the rules of the Massachusetts Civil Service Commission, assignments of personnel will continue as they are as of that date.

After that date, as vacancies occur, they will be filled in accordance with Article VI of this agreement.

It is agreed that, considering the provisions of the first paragraph in this article, vacancies in the following organization plan will be filled on a temporary basis and at the salary indicated under the provisions of Article VI of this agreement as soon as practical after the adoption of this agreement.

Choice of assignments and of schedules within a particular building shall be governed by the seniority of employee regularly assigned to that building.

All temporary appointments noted in the preceding paragraph will be subject to the rules of the Massachusetts Civil Service Commission.

There shall be established the following classifications for custodial personnel:

Junior Custodian Class I
Junior Custodian Class II
Senior Custodian Class I
Senior Custodian Class II
Senior Custodian Class III
Senior Custodian Class IV

Junior Custodian Class I will include all junior custodians who are under supervision of a Senior Custodian.

Junior Custodian Class II will include Junior Custodians who are assigned as custodian-in-charge of the following schools:

Agassiz
Fletcher
Haggerty
Lincoln
Putnam

The Senior Custodian Class I will be the custodian-in-charge of the following schools:

Houghton
Russell
Thorndike
Webster

Senior Custodian Class II will be the custodian-in-charge of the following schools:

Longfellow
Morse
Peabody
Roberts

Senior Custodian Class III will be custodian-in-charge of the following schools:

Fitzgerald
Harrington

Senior Custodian Class IV will be custodian-in-charge of the following schools:

Cambridge High and Latin School
Rindge Technical School

The Girl's Vocational School will be in charge of a janitress.

ARTICLE XVI
SALARIES

On the basis of the agreement in Article XV of this contract the following salary schedules will become effective on the dates and for the period of time indicated.

SEPTEMBER 1, 1968 THROUGH AUGUST 31, 1969

	Beginning Salary	Step 1	Step 2	Step 3
1. Junior Custodian Class I	$5707.	6154.	6680.	7250.
2. Junior Custodian Class II	5957.	6407.	6930.	7500.

3. Senior Custodian Class I	6157.	6607.	7130.	7700.
4. Senior Custodian Class II	6357.	6807.	7330.	7900.
5. Senior Custodian Class III	6657.	7107.	7630.	8200.
6. Senior Custodian Class IV	6957.	7407.	8030.	8612.
7. Janitress	4870.	5267.	5729.	6258.
8. Matron	4685.	4964.	5245.	5524.

SEPTEMBER 1, 1969 THROUGH AUGUST 31, 1970

	Beginning Salary	Step 1	Step 2	Step 3
1. Junior Custodian Class I	$5992.	6462.	7014.	7613.
2. Junior Custodian Class II	6242.	6712.	7264.	7863.
3. Senior Custodian Class I	6442.	6912.	7464.	8063.
4. Senior Custodian Class II	6642.	7112.	7664.	8263.
5. Senior Custodian Class III	6942.	7412.	7964.	8563.
6. Senior Custodian Class IV	7242.	7712.	8264.	9042.
7. Janitress	5114.	5530.	6015.	6576.
8. Matron	4919.	5212.	5507.	5800.

As an exception to the provisions of Article XV and Article XVI all custodial personnel classified as Senior Custodians as of the date of this contract will, for salary purposes, be considered as Senior Custodian Class IV.

ARTICLE XVII
SHIFT DIFFERENTIAL

Any person regularly assigned to work a schedule which extends beyond 5:00 p.m. shall receive a differential of 20¢ an hour for all hours between 5:00 p.m. and 6:00 a.m.

Such differential will not be included in determining over-time compensation.

ARTICLE XVIII
GENERAL PROVISIONS

1. A bulletin board will be provided in each building for the purposes of displaying notices. Parties to this agreement, both of whom may use the bulletin board for routine announcements, agree no denunciatory or inflammatory material will be posted.

2. The Committee and the Union agree that each has had a right to bargain for any provision that it wished in the preparation of this contract. Each expressly waives the right to reopen this contract for any changes unless mutually agreed upon by the Committee and the Union.

3. The Committee and the Union agree that if any provisions of this Agreement or any application of the Agreement to any employee or group of employees shall be found to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect for the duration of the agreement. Any benefit, privilege or working condition existing prior to this agreement not specifically covered by this agreement shall remain in full force and effect and if proper notice is given

by either party as to the desirability of amending, modifying or changing such benefit, privilege or working condition, it shall be subject to negotiation between the parties.

4. The parties to this agreement agree that they shall not discriminate against any person because of race, creed, color, sex or age.

5. The Committee agrees to permit representatives of the American Federal of State, County and Municipal Employees, AFL-CIO, State Council 41, Local 1611 to enter the premises any reasonable time for individual discussion of working conditions with employees, provided that such representatives do not interfere with the performance of duties assigned to the employees.

6. The Committee agrees to compensate any employee who is required to use his personal car as part of his duties for the Committee at the rate of ten (10¢) cents per mile. Such compensation shall cover only travel performed during scheduled hours of work, shall cover only travel beginning after arrival of place of assignment and ending with departure from the last place of assignment during that period.

7. The Committee and the Union will share equally the cost of printing copies of this agreement.

8. While schools are in session, all custodians, matrons, janitresses shall be directly responsible to the Master of the building to which they are assigned. While schools are not in session, they shall be directly responsible to the Chief Custodian. All custodians, matrons, janitresses not assigned to a building shall be directly responsible to the Chief Custodian.

9. Duties and Responsibilities. Employees shall be responsible for all duties and assignments contained in the report on "Duties and Responsibilities of Custodians, Matrons and Janitresses" submitted February 13, 1967 in response to a School Committee Order and for the usual orders and requirements of the School Committee. Such duties and responsibilities shall include, but not be limited to, minimum standards of maintenance to be observed in each school building.

It is understood that the above is a guide for minimum maintenance and shall not be construed to restrict supervisory powers of Headmasters, Masters and Principals or the powers of the Chief Custodian made under the Rules of the School Committee or to reduce or limit the duties and responsibilities set forth in the job description report of February 13, 1967.

10. Discrimination & Coercion. There shall be no discrimination by foremen, superintendents or other agents of the employer against any employee because of his activity or membership in the Union. The Employer further agrees that there will be no discrimination against any member for his adherence to any provision of this agreement or his refusal to comply with any order which would violate this agreement.

ARTICLE XIX
SCHOOL COMMITTEE RIGHTS

Nothing in this Agreement shall be deemed to derogate from or impair any power, right or duty heretofore possessed by the School Committee or to change any rule or policy adopted prior to the date of the acceptance of this

Agreement except where such right, power, duty rule or policy is specifically limited or changed by this contract.

ARTICLE XX
EMERGENCIES

A. If an emergency situation should arise, the School Committee shall have the right to make necessary changes in the provisions of this contract for the best interests of all the pupils, for the duration of said emergency.

B. New construction of school buildings which involves the demolition of buildings and the displacement of pupils will constitute an emergency under this Article. (Whenever new construction requires the closing of a school, custodial personnel assigned to the latter shall, insofar as is feasible, be assigned to the building which houses the students during the construction period. In situations where it becomes necessary to temporarily house students in more than one building the assignment of custodial personnel involved shall be the responsibility of the chief custodian. Upon completion of new construction, custodial personnel who had been assigned permanently to the demolished building shall be reassigned to the new school building.)

ARTICLE XXI
DURATION

1. Effective date:

The signing of this agreement by the authorized representatives of the Union and the Employer, shall constitute the effective date of this agreement.

2. Termination:

This agreement will remain in effect from the effective date of this contract through August 31, 1970. As of that date, either party may terminate this agreement provided such termination is transmitted through the Registered U. S. Mails to the responsible signatories to the Agreement. In no case may a termination notice be sent less than thirty (30) days prior to the termination date herein agreed.

3. Renewal:

Should neither party to this Agreement send a notice of termination as described in Section 2, this agreement will be considered to have been automatically renewed for another calendar year.

4. Changes:

Should either party to this Agreement wish to inaugurate collective bargaining, discussions over changes they may wish to introduce into this agreement, it is agreed that notice of the substance of the changes and the language with which such desired changes are to be expressed, shall be mailed to the authorized parties signatory to the Agreement on or before sixty (60) days before termination date of this agreement. The parties receiving such notice of desired changes shall forthwith seek establishment of a meeting for purposes of discussion and amicable accommodation for the desired changes. Nothing in the Article shall preclude the Union from modifying any previous proposals during the course of the negotiations.

This Agreement entered into the .... day of ....

FOR THE UNION
Joseph Dynan, Treasurer
John P. Connor, Vice-President
Gerald P. Griffin, Rec. Secretary
Anthony N. Veno, President

FOR THE SCHOOL COMMITTEE
Francis H. Duehay
John A. P. Good
David A. Wylie
Daniel J. Clinton
Walter J. Sullivan, Chairman
James F. Fitzgerald, Vice Chairman
Gustave M. Solomons

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of moving reconsideration. A motion by Mr. Duehay, seconded by Mr. Clinton, to reconsider the foregoing vote adopting the Agreement between the committee and the custodian's union (hoping same would not prevail) failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to accept a report from the negotiating committee that the salaries for all cafeteria personnel, except the Supervisor of Cafeterias, shall be increased 5% effective September 1, 1968: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar

On motion by Mr. Duehay, seconded by Mr. Good, it was voted on the following roll-call that the rules of the School Committee be amended by abolishing the present positions of Headmaster's Assistant for English, Science, Mathemaitcs, Modern Languages and Social Studies at Rindge Technical School and Cambridge High and Latin School, if and when said position shall become vacant; and, further, that a new position of Co-ordinator for the said departments in both high schools shall be established. The qualifications for these new positions shall be those of a Headmaster's Assistant. The Board of Examiners shall be authorized to advertise and evaluate applicants and the salary for the positions shall be $1,000.00 above the slarary presently paid for the position of Headmaster's Assistant: Mr. Duehay, Mr. Good, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Solomons "Present"; Mr. Fitzgerald "Absent".

NEW BUSINESS

It was voted to adopt a recommendation presented by the Sub-committee on Athletics that the Superintendent of Recreation be requested to take immediate steps to correct the very unsatisfactory conditions at Russell Field including the playing field, the locker room, the showers and the public facilities; and, further, that the Superintendent of Recreation inform the Sub-committee on Athletics of this projected program.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the Cambridge School Committee is proud and happy to commend in the highest degree the spirit of good sportsmanship which prevailed among the players and students of Rindge Technical School and Cambridge High and Latin School at the annual Thanksgiving Day football game between these great rivals for the John J. Sheehan award; and, further, that the Cambridge School Committee extend to the officers and patrolmen of the Cambridge Police Department sincere praise and congratulations for their very intelligent and efficient manner in which they handled this very large and excitable crowd of spectators.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to extend sincere congratulations to the Rindge Alumni Association on their Seventy-Third Annual Reunion. The School Committee extend their appreciation to this Association for services rendered to students at Rindge Technical School and further that the following resolution concerning the late John W. Wood, Headmaster Emeritus of Rindge Technical School, be made part of the School Committee records:

> John Wood graduated from Rindge in 1893, Post Graduate, 1894. He graduated from Harvard University in 1898. Shortly afterward he joined the Faculty of what was then known as Cambridge Manual Training School, later to be renamed Rindge. He was teacher, Principal and became Head Master in 1908, retiring in 1950. He was active in the transition from the old school buildings to the present enlarged high school.
>
> After his retirement he served as Head Master Emeritus, being elected to that post by the Cambridge School Committee.
>
> As a teacher his philosophy was to inspire rather than demand; to convince rather than coerce; to reason rather than argue; to suggest rather than command; to encourage rather than flatter; to enlighten rather than prejudice.
>
> His passing on September 19, 1968 takes from us a true and sincere friend, but we are comforted by the thought that Rindge is a better institution because John W. Wood lived and worked so faithfully and so well.
>
> Resolved: in the Minutes of this Seventy-third Alumni Association Reunion: that as a fitting tribute we present a copy of these resolutions to Rindge Technical School, and to the Cambridge School Committee, and be it further
>
> Resolved, that they be made a part of the permanent records of this meeting, as an expression of our lasting affection and admiration of John W. Wood.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to refer to the Committee on Buildings & Grounds for study and report the matter of the grounds surrounding the Longfellow School.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to convene in executive session.

Executive Session

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to accept with appreciation an invitation extended by the Cambridge Teachers Association to attend their annual Christmas Party on December 11, 1968.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll-call that Alice R. Fitzmaurice, junior clerk-typist assigned to the library at High & Latin School, be granted an extension of her leave of absence from December 1, 1968 to June 30, 1969 without loss of salary because of serious illness: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to

adopt a recommendation by the Chief Custodian, that Civil Service be requested to hold an examination for the position of School Matron.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Chief Custodian's recommendation that Melvin L. Caton, 391 Windsor Street and Salvatore A. Trioli, 131 Sherman Street, being the first two names on the certified civil service list, be appointed junior building custodians: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent". The rules having been suspended, a motion to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that the following personnel be approved as eligible for appointment to the After School Centers Program:

READING TEACHERS
Hallice, Barbara J.
Kelly, Theresa T.
Martin, Hugh E.
Neal, Kenneth S.
Pierce, George H. Jr.

MATH TEACHERS
Hansis, Elaine
Kelleher, Mary P.
Lafferty, Edmund T.
Mangan, William J.
Martis, Anne
McCarron, Thomas F.
Smith, Carol J. (Hamilton)

ART TEACHERS
Erwin, Phyllis
Mack, Caroline S.

MUSIC TEACHERS
Bernstein, Stephanie
Venezia, Deborah

SEWING TEACHERS
Choharis, Mary
Kelly, Ruth
Tocci, Mary

DRAMATICS TEACHER Mack, Caroline S.

WOODWORKING TEACHER Boudreau, Paul A.

CLERK TYPIST Sheehan, Eleanor F.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll-call that in addition to sums previously appropriated the sum of $46,000.00 be and the same hereby is appropriated to a special account to cover demolition of the present Houghton School, said sum of $46,000.00 to be provided by transfer from Revolving Account PL876: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

The Superintendent recommended the election of the persons named below to the schools and with the rank indicated in each case:

School	Name	Rank	Salary	Effective
Thorndike	Patricia Bailey	Teach (English as a Second Language)	$8,000.00	Dec. 1, 1968
Longfellow	Linda T. Spartichino	Teacher (Special Class Trainable)	6700.00	Jan. 1, 1969
High & Latin	Umberto R. Farinato	Teacher (Math)	6200.00	Jan. 1, 1969

The chairman ordered the Superintendent's recommendation placed on the 'calendar' as required by the rules. On motion by Mr. Good, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of acting on the recommendation at this meeting. On motion by Mr. Good, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation (roll-call vote) on the election of the teachers listed above: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent". The rules having been again suspended, a motion by Mr. Clinton, seconded by Mr. Wylie, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption:

The Superintendent recommended that Margaret A. Donnelly, be appointed Master's Assistant and assigned to the Lowell School, at a salary of $500.00 over and above her salary as a teacher, effective December 1, 1968. On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of taking action on the recommendation at this meeting. On motion by Mr. Duehay, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation; Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent". The rules having been again suspended, a motion by Mr. Good, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The chair ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that Ruth A. Murray be appointed Sub Master and assigned to the M. E. Fitzgerald School, at a salary of $11,960.00 effective December 1, 1968; that John E. Kelly be appointed Submaster and assigned to the Longfellow School, at a salary of $11,440.00 effective December 1, 1968; that Thomas R. Smyth be appointed Submaster and assigned to the Roberts School at a salary of $11,440.00 effective December 1, 1968; the foregoing persons being the first three names on the examined list for the position of Submaster of Elementary School.

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following persons, being the first two names on the examined list for Elementary Principal, be appointed Elementary Principals and assigned to the school and at the salary indicated, effective December 1, 1968:

Haggerty School	Margaret M. Magee	$12,480.00
A. Lincoln School	John G. O'Keefe	12,580.00

As the result of the report of the Board of Examiners appointed to conduct an examination for the position of Elementary Principal, the following list is herewith established for the position of Elementary Principal, said list to be effective from December 1, 1968 to December 1, 1970:

ELEMENTARY PRINCIPAL LIST
EFFECTIVE DECEMBER 1, 1968 TO DECEMBER 1, 1970

1. John G. O'Keefe
2. Margaret M. Magee
3. Thomas R. Smyth
4. Daniel J. Kelly, Jr.
5. John J. Hallice
6. Richard H. Harrington
7. Daniel P. Foley
8. Regina B. Key
9. Marie E. Mahoney
10. John G. Caulfield
11. Peter Nelligan
12. Glen B. Peck, Jr.
13. William J. Coughlan
14. Patrick J. O'Brien
15. Francis X. Foley
16. Richard T. Kelley
17. Paul F. Dawson
18. Daniel J. Gearty
19. George W. Sullivan
20. Joseph A. Colannino
21. Leonard C. McGrath
22. Henry J. Morris
23. Thomas W. Mullaney
24. Roland E. LaChance
25. John P. Dignan
26. John A. Hurley
27. Albert J. Brooks
28. John C. Powers

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adjourn:

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING Tuesday, December 17, 1968

Members present: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

Question came on approval of the minutes of the previous meeting. It was voted to correct the minutes of the meeting of December 3, 1968 by recording Mr. Fitzgerald "Absent" on the proposed change of rules relating to Headmaster's Assistant in the high schools. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to correct the minutes of the meeting of December 3, 1968 by striking out under "Calendar" the motion abolishing the position of Headmaster's Assistant for Social Studies at Rindge Technical School inasmuch as the intention was to abolish all positions of Headmaster's Assistant in both high schools when they become vacant, and substitute the following amendment to the rules:

> "That the rules of the School Committee be amended by abolishing the present positions of Headmaster's Assistant for English, Science, Mathematics, Modern Languages and Social Studies at Rindge Technical School and Cambridge High and Latin School, if and when said positions shall become vacant; and, further, that a new position of Co-ordinator for the said departments in both high schools shall be established. The qualifications for this new position shall be those of a Headmaster's Assistant. The Board of Examiners shall be authorized to advertise and evaluate applicants and that the salary for the position shall be $1,000.00 above the salary presently paid for the position of Headmaster's Assistant".
>
> On motion by Mr. Solomons, seconded by Mr. Duehay, it was then voted that the minutes of the meeting of December 3, 1968 be approved as corrected above.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication received from the Cambridge Chapter of the Greater Boston Association for Retarded Children.

GREATER BOSTON ASSOCIATION
FOR RETARDED CHILDREN, INC.
CAMBRIDGE CHAPTER

December 12, 1968

Cambridge School Committee
Cambridge School Dept.
1700 Cambridge Street
Cambridge, Mass.

Gentleman:

The Cambridge Chapter of the Greater Boston Association for Retarded Children wish to extend heartfelt thanks for your continued interest in the welfare of the mentally retarded of Cambridge, and congratulate you and the Cambridge School Department for the apparent success of a most worthwhile and indeed necessary program recently offered the trainable adult retardates, "Training for Community Living".

As a Resource Person for the Massachusetts Association for Retarded Children, I am familiar with the recommendations written up in the report of the Massachusetts Mental Retardation Planning Project, among them "Broadening the Scope of Education Progrems", and am confident that Cambridge, because of the interest of its School Committee and School Department, will be among the leaders in carrying out all the proposals long before the ten years alloted for completing such plans.

May I extend my personal thanks and congratulations along with those of my association to all of you.

Sincerely,
/s/(Mrs.) Mary T. Farren
Past Chairman, Camb. Chapter
Resource Person, Mass. Assoc.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call to approve the following appropriations of funds: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent":

That in addition to sums previously approprpriated, the following sums be and the same hereby are appropriated:

TO:	Schedule B-2 Postage	$150.00	
	Schedule B-3 Advertisting	225.00	
	Schedule B-5 Cartage	3500.00	
	Schedule B-13 Communications	850.00	
	Schedule B-18 Laundry & Cleaning	1500.00	
	Schedule B-22 Medical Services	50.00	
	Schedule B-39 Services not otherwise coded	1000.00	
	Schedule D-13 Chemicals War Memorial	100.00	
	Schedule F-3 School Committee Expenses	1100.00	
	Schedule F-4 Transportation of Pupils	7000.00	
			$15,475.00

—said sum of $15,475.00 to be provided by transfer from the following accounts:

FROM:	Schedule A-1 Permanent Employees	5000.00	
	Schedule A-2 Temporary Employees	3975.00	
	Schedule B-1 Printing & Binding	1500.00	
	Schedule B-11 Insurance	500.00	
	Schedule B-44 Travel Outside State	500.00	
	Schedule F-17 Psychiatric Consultant	2000.00	
	Schedule G-7 Furniture & Furnishings	2000.00	
			$15,475.00

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent regretfully reported the death, on December 14, 1968, of James D. McCarthy, a teacher at the Houghton School for the past seventeen years. On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the School Committee express their sincere sympathy upon learning of Mr. McCarthy's death.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to accept the following report presented by the Superintendent in response to an order of the School Committee relative to the Orf-Schulwert method for teaching:

From the Superintendent:

The following report is submitted in compliance with the School Committee Order "November 19, 1968-ORDERED: That the Superintendent investigate the Orf-Schulwerk method and equipment for teaching and report to the School Committee in time for preparation of the 1969 school budget."

The Orf-Schulwerk method of instruction was basically developed as one approach to the teaching of Music. As such it has been in use by schools for a period of time.

Instruments were developed whose quality varied from poor to excellent whose purchase cost varied accordingly.

The projected use of the instruments in this proposal is not to teach Music to pupils in the trainable and educable classes but rather through the use of the musical sounds thus produced to develop a greater awareness of and a more readily understand grasp of the basic concepts of the language arts and of mathematics in those pupils whose ability to grasp fundamental ideas and concepts is limited.

The association of sound and movement of the body with the basic concepts as they are developed has led to the development of a teaching technique which gives promise of a new and more effective approach in the teaching of trainable and educable classes.

As yet there is no definite research data which establishes the relative effectiveness of this new approach as compared to other approaches presently in use.

It is proposed that an initial project be funded in two of the special classes this year. That such introduction provide not only for the purchase of equipment, but, far more essentially, for engaging the services of a teacher trained in the proper techniques of the use of these instruments.

The Bureau of Pupil Services would establish evaluative procedures which would, after one year, provide a reliable base for comparison of the effectiveness of the new procedures and those presently in use.

The overall cost of the pilot project would be One Thousand Two Hundred ($1,200.00) Dollars. Of that total Seven Hundred ($700.00) Dollars would be required for the purchase of the instruments and Five Hundred ($500) Dollars for salary of an experienced instructor.

Even if the project did not prove itself as superior to other teaching techniques, the amount expended would still leave the School Department with instruments which could be employed in teaching music and those teachers involved would have benefited from their use of another approach to teaching.

It is therefore recommended that the amount required for the pilot project outlined in this proposal be referred to the budget for a final decision as to its funding for the balance of the 1968-1969 school year.

Edward A. Conley
Superintendent of Schools

The Superintendent presented a communication from the City Manager relative to the proposed Community School Program and pointing out that in the 1968 School Budget there is an appropriation of $13,130.00 for the position of Director of Community School Program and inasmuch as all parties concerned have agreed that this program should be a function of the City Manager's office, he requested that this amount be transferred from our budget to the Executive Department. The Superintendent recommended that the appropriation of $13,130.00 listed in the 1968 School Department budget for the position of Director of Community School Program, be transferred from the School Department Schedule A-1 Permanent Employees to the Executive Department. On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

Bids were presented for furnishing band uniforms and the Deputy Superintendent recommended that the contract be awarded to the lowest responsible bidder. Uniforms by Ostwald, Inc., of New York at a price of $4,303.00 for the uniforms and $63.40 for the skirts. On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call to adopt the Deputy Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

Bids were presented for general contract work to install satellite lunchrooms at the Longfellow and Roberts School. The Deputy Superintendent recommended that the lowest responsible bidder in each case, the Rossano Construction Co., of Boston be awarded a contract for the Longfellow School at a total cost of $53,770.00 and for the Roberts School at a total price of $45,812.00. On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Deputy Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent". The rules having been suspended, a motion to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

Bids were presented for furnishing milk to the various schools for the coming year. The Deputy Superintendent recommended that a contract be awarded to the lowest responsible bidder, United Farmers of New England, at a price of .062 for half pints, .235 for quarts and .44 for half gallons. On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Deputy Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

The Deputy Superintendent recommended that a contract be awarded to the lowest responsible bidder, H.P. Hood Company for furnishing Ice Milk Bars for school cafeterias at a price of $.28 per dozen. On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Deputy Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Cambridge School Committee hereby accepts the offer of the Cambridge Teacher's Association to extend the present contract between the Cambridge School Committee and the Cambridge Teachers' Association for a period of thirty (30) days from December 31, 1968.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call that the present Houghton School building and land be and the same hereby is released to the City of Cambridge for immediate demolition of the present building: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent". The rules having been suspended a motion to reconsider the foregoing vote, (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from the State School Building Assistance Bureau:

Mr. John H. Corcoran Dec. 13, 1968
Assistant City Manager
Cambridge, Mass.

Dear Mr. Corcoran

I am writing to indicate approval of final plans and specifications for the proposed Houghton Elementary School in Cambridge as filed in this office on August 9, 1968 and December 12, 1968, respectively by Sert, Jackson and Associations.

When construction on this project begins, please send us immediately a revised Form F and the Request for Project Number enclosed.

Very truly yours,
Administrator
/s/William B. Black

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from the office of the Model Cities Program:

Edward A. Conley, Superintendent December 13, 1968
Cambridge School Department
1700 Cambridge Street

Dear Mr. Conley:

On November 15 you received a letter from me expressing my thanks for the cooperation we had received from the School Department in working to develop the Model Cities program for the coming year. In that letter I also indicated that we would continue to work closely with the School Department and the School Committee prior to any official request for action.

As you know, the City Council will be asked to approve the program submission on Monday, December 16. We have made no official request at this time for approval by the School Committee or any other City Departments or Agencies because, in fact, the proposals in their present state do not require such approval. The proposed first-year projects related to educational activities have been developed in close cooperation with the School Department. Mr. Clinton, the School Committee's designated representative on the CDA Board, has been an active and constructive participant in the Board's discussions about the education projects, as well as the other parts of the program. The CDA

Board was set up to provide for the direct participation of City policy-making bodies, and Mr. Clinton's participation has certainly indicated the wisdom of setting up the Board in that manner.

As the projects are considered in detail in the coming months, and requests for funding or allocation of personnel are developed, you many be assured that the proposals will be discussed in full detail with the School Committee and the School Department.

We expect to have the complete submission document ready for delivery to the Department of Housing and Urban Development by December 20. Copies will be distributed as soon as they are available.

Again may I express my thanks for the assistance given by the School Department and, in participation for the key roll played by Mr. John Reilly in helping us to meet a very pressing deadline.

Sincerely,
/s/Gordon L. Brigham
Community Development Section

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to lay on the table, the Superintendent's recommendation presented at the meeting of December 3, 1968 "That the present organization of the Staff Board of Examiners be changed and in its place there be established a full-time Board of Examiners consisting of three members who shall be classified as Administrative Assistants and who shall be directly responsible to the Superintendent. Recruitment, screening and evaluation of all applicants for teaching positions, both regular and substitute, shall be their primary responsibility. The three members of the Board of Examiners will have an additional duty as Administrative Assistants to the Superintendent. Salary will be that of an Assistant Director and their work year will be from September 1 to June 30 excluding only those days on which the Office of the Superintendent is closed. The Administrative Assistants will be recommended by the Superintendent for the consideration of the School Committee."

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Superintendent's recommended, presented at the meeting of Dec. 3, 1968 that the persons named below, being the first three names on the examined list for Elementary Sub-Master, be appointed Elementary Submaster and assigned to the school and at the salary indicated, effective December 1, 1968:

M. E. Fitzgerald School — Ruth A. Murray	$11,960.00
Longfellow School — John A. Kelly	11,440.00
Roberts School — Thomas R. Smyth	11,440.00

Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent". The rules having been suspended, a motion by Mr. Good, seconded by Mr. Clinton to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of Dec. 3, 1968, that the persons named below, being the first two names on the examined list for elementary principal, be appointed Elementary Principals and assigned to the school and at the salary indicated, effective December 1, 1968:

Haggerty School — Margaret M. Magee	$12,480.00
A. Lincoln School — John G. O'Keefe	12,480.00

Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Absent". The rules having been suspended a motion by Mr. Clinton, seconded by Mr. Good, to reconsider the foregoing vote, (hoping same would not prevail) failed of adoption.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Question came on a communication from the Russell School PTA relative to a zoning change being considered by the City Council in the neighborhood of the new John M. Tobin School, in particular Fern Street. There being no objection the chairman ordered made part of the minutes the following communication from the planning board to the City Council:

The Honorable, the City Council
City Hall
Cambridge, Mass.

Dear Councillors:

Under date of September 9, 1968 there was referred to the Planning Board a petition of the Cambridge Thermionic Corporation requesting that the City sell to the Cambridge Thermionic Corporation that area of land now known as Fern Street.

At their meeting on October 8, the Planning Board reviewed the petition and such information as it and its staff were able to gather concerning the usefulness of Fern Street as a public way.

Since the street extends only from Concord Avenue to Field Street, and since it offers no attractiveness to through traffic, the Board is of the opinion that its ownership by the City and its use as a public way is not a significant public benefit. Accordingly the Board approves the purchase of this land by the Cambridge Thermionic Corporation.

Very truly yours,
/s/Alan McClennan, Planning Director.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Cambridge School Committee records itself opposed to the proposed zoning variance as set forth in a communication from the Cambridge Planning Board to the Cambridge City Council under date of October 14, 1968 in which the Planning Board recommended the sale of land now known as Fern Street in the City of Cambridge.

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee of the City of Cambridge extends to Mr. Alan McClennen, Director of the Planning Staff of the Cambridge Planning Board for many years, our hearty congratulations on his appointment to his new position in the City of Somerville and to wish him every success in his new endeavor; and, further, that the Cambridge School Committee cannot allow his present withdrawal to pass without mention of our gratitude for the great services he has rendered to the City of Cambridge and particularly to the Cambridge

School Committee as a member of the School Building Advisory Committee and the multitude of tasks he has so willingly and cheerfully performed for the Cambridge School Committee.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the Superintendent investigate the possibility of using the auditorium of the Abraham Lincoln School as a double-purpose auditorium and gymnasium.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in executive session.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that Civil Service be requested to hold an examination to fill eight vacancies of senior custodian in the School Department.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that notwithstanding the fact that applications for the position of Assistant Superintendent closed on November 8, 1968 and because applications were in fact received after this closing date by vote of the School Committee, that the application received from Frank V. Jones of Augusta, Georgia during the past week be accepted and referred to the Superintendent for appropriate action.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to reconvene in regular session.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to adjourn;

ADJOURNED:
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING — Tuesday, January 7, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the minutes of the regular meeting of December 21, 1968 as presented.

There being no objection the chairman placed on file a communication from Mr. & Mrs. Clinton thanking the committee for their kind congratulations on the birth of their daughter.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to make part of the minutes the following communication from "United Effort to Save Our Cities-Inner Belt Committee":

> Members of the School Committe
> and Superintendent of Schools — Jan. 7, 1969
>
> Enclosed is a copy of the resolution, passed by the City Council on January 6, 1969. We would like the School Committee to know about this at their scheduled meeting of January 7, so that they can participate in the demonstration at the State House on the date of the Inner Belt parade. The date is still undetermined, but it will be sometime after the twentieth of January, but before the end of the month.
>
> If the activity is held on a weekday, it is conceivable that students from the three schools directly affected by the Belt Route (Morse, Fletcher, Roberts) could be included (in numbers to be determined by the Council's inner belt Committee and whoever you put in charge of such arrangements). However, buses to carry students (and teachers) to the State House would have to be ordered before your next meeting. Therefore, we need to know if you approve of dismissing these schools early for the purpose of participating in the event that the parade is on a weekday, rather than on a Saturday.
>
> In any event, we hope the entire School Committee, and as many school officials as possible, will join us in a group on the day of demonstration, to be proclaimed "Halt The Highway/Anti-Inner Belt Day".
>
> Respectfully,
> Anstis G. Benfield, Secretary

The chairman appointed the following sub-committee to represent the School Committee on the "United Effort To Save Our Cities - Inner Belt Committee':

Mr. Clinton-Chairman
Mr. Duehay
Mr. Fitzgerald

There being no objection the chairman ordered made part of the minutes the following communications transmitted by Deputy Superintendent David Hockman to Mr. Judson Gray, of the Model Cities Program:

January 3, 1969

Mr. Judson Gray
Assistant City Manager
City Hall, Third Floor
795 Massachusetts Avenue
Cambridge, Massachusetts

Dear Mr. Gray:

A copy of my letter of November 5, 1968 is attached.

In that the request was made for specific information which could be used to bring about the improvement which your report implied was so essential for the welfare of our pupils.

For that same basic reason as my prior letter indicated I am requesting once again that you supply this office with the pertinent facts at your disposal which will form the basis for the improvement of our schools which you noted as possessing "notorious inefficiencies in certain city services (schools)".

A failure on your part to respond to either my initial letter of November 5, 1968 or to this reminder will lead me to a conclusion, which I plan to share with both the School Committee and the City Manager, that the statement in your original report was either not based on facts or was grossly exaggerated from the facts then available to your office.

In the latter case I would expect that a letter so stating would be forwarded to the City Manager, the School Committee and the Press.

Sincerely yours,
/s/David E. Hockman
Deputy Superintendent

November 5, 1968

Mr. Judson Gray
Assistant City Manager
City Hall Annex
Inman Street
Cambridge, Massachusetts

Dear Mr. Gray:

An editorial in last week's Chronicle-Sun quotes an excerpt from a report by your office which basically treats of housing in the Cambridge community. After mentioning that those with rising incomes "see the city as the best residential community for them" the quote adds "This desirability exists aside from and despite notorious inefficiencies in certain city services (schools, public works, recreation)".

Being fully aware of your penchant for facts upon which to base your conclusions and being always willing to accept and to act upon factually based recommendations which will improve our schools we would appreciate a communication from your office listing the "notorious inefficiencies in certain city services (schools)".

Very truly yours,
David E. Hockman
Deputy Superintendent

SUPERINTENDENT OF SCHOOLS

(Reports and Recommendations)

The Superintendent regretfully reported the death, on December 30, 1968, of Thomas R. Romeo, a teacher at the High & Latin School for nine years. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the School Committee express to Mrs. Romeo their sincere sorrow upon learning of Mr. Romeo's death.

The Superintendent reported the resignation of John H. Graham, teacher at the Thorndike School for thirteen years and the retirement of Mary M. Cronin, teacher at the Roberts School for thirty-three years. On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to accept the resignations and to express to these teachers the committee's sincere appreciation for their long years of service to the Cambridge School Department.

Having filed the proper forms required by the rules, it was voted on motion by Mr. Clinton, seconded by Mr. Good, that Mrs. Florence A. Brooks, teacher at the Thorndike School, be granted a maternity leave of absence from February 28, 1969 to September 1, 1970.

There being no objection the chairman ordered the following communication from John A. Collins, Co-ordinator for the Lunch for the Elderly program, made part of the minutes:

Superintendent of Schools Conley
and the School Committee

Gentlemen:

This is a report covering the first two (2) months of the HOT LUNCH DEMONSTRATION PROGRAM for the older residents of Cambridge at the Harrington School. The program started on November 4, 1968.

During the sixteen (16) school days in November, a daily average of 26.7 older residents availed themselves of the service.

During the fourteen (14) school days in December, a daily average of 25.4 older residents were served a Hot Lunch.

Speaking for the older residents, who appreciate the opportunity to have the Hot Lunch, I want to thank the women who prepared the food and the aids who served the older residents. Each day they greeted the older residents with the utmost courtesy, consideration and a ready welcome.

The older residents, who use the BUS daily in order to get to the Harrington School, are grateful to Monsignor Donovan, pastor of St. Mary's Church for donating the BUS. Also to the others who contributed services but wish to remain anonymous. Without their help a great number of older residents would not have been able to avail themselves of the Hot Lunch.

We are aware that the food served the older residents in most instances, must be the same as prepared for the children. However it is also felt that more consideration could be given to menu planning, so that the consistent sameness of the food prepared could be varied.

We are fully aware that your first duty is to education and teaching. However there has been built within some of the schools facilities for serving hot food. Shouldn't the use of these facilities be for the older residents as well as the young.

Very truly yours,
/s/John A. Collins
Co-ordinator

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the City Solicitor:

David E. Hockman,
Deputy Superintendent of Schools
Cambridge, Mass.

Dec. 23, 1968

Dear Mr. Hockman:

You have asked for the pertinent citations of applicable laws pertaining to the education of a seriously handicapped child. The provisions of the general laws are as follows:

Chapter 71, Section 46A providing for the establishment of special classes for physically handicapped children. Chapter 76, Section 1 exempts from school attendance requirements a child whose physical or mental condition is such as to render attendance inexpedient or impracticable.

Chapter 71, Sec. 34 provides for the appropriation of money for the support of public schools. Chapter 71, Sec. 37 and Chapter 76, Sec. 5 as interpreted in Leonard v. School Committee of Attleboro, 349 Mass. 704 gives the power to the school committee to make rules and regulations for the discipline, management and government of the schools.

Very truly yours,
/s/Philip M. Cronin
City Solicitor

Complying with an order of the School Committee that he study and determine the needs of the Building and Ground Department in order to determine whether unmet needs exist and whether additional positions are needed to carry out routine maintenance in the schools, the Superintendent presented the following report and on motion by Mr. Fitzgerald seconded by Mr. Solomons, it was voted that this report be referred to the budget:

In compliance with the foregoing order of the School Committee with regard to the needs of the Building Department for additional positions necessary to carry out routine maintenance in the School Buildings, the establishment of the following positions is recommended:

2 Painters
2 Laborers
3 Skilled Workers-Maintenance Crew Workers

To provide for additional personnel to staff the schools it is recommended that six additional Junior Building Custodians Class I be authorized so that personnel will be available to meet the requirements of the community school concept and the agreements in the contract with the

American Federation of State, County and Municipal Employees Union, Local 1611.

Respectfully submitted,
/s/Edward A. Conley
Superintendent of Schools

Complying with an order of the School Committee that he study and report on a proposed motion "That the School Committee request the City Manager to immediately take whatever action is necessary to add a second floor to the present M.E. Fitzgerald School annex in order to alleviate a very serious overcrowding of said school with the accompanying decrease in the quality of education, inescable in this situation" the Superintendent presented the following report:

The Superintendent submitted the attached correspondence which indicates that comparative local norms are not available for the Stanford Achievement Tests. Every effort will be made, however, to develop an intra-school evaluation for the future:

Dr. Boland:

These are the questions I would like answered by the Research Division of Harcourt, Brace as soon as possible in connection with the Stanford Achievement Test administered at the elementary level:

1. Can Regional Norms be provided?
2. Can statistics and norms be generated for cities in the New England area with populations of 10,000 in order that we can ask a comparative analysis of our performance?
3. Can we get a copy of these communities in the New England norming area by state with those communities of 100,000 astrisked?
4. What will the costs be for these services?

/s/ RICHARD COLGAN

HARCOURT, BRACE & WORLD, INC.
New York City, N.Y.

Dr. Ruth F. Boland, Director
Bureau of Pupil Services
Cambridge School Department
Cambridge, Mass.

Dec. 8, 1968

Dear Dr. Boland:

This is a belated reply to your letter of November 8. I have had to be away from the office a good deal of the time during this past month and my correspondence has, therefore, had to be somewhat delayed.

I am sorry to have to tell you that no New England communities of 100,000 or more were included in the Stanford standardization population. Under the circumstances, we would not, of course, be able to provide the kind of normative information about which you inquired.

Sincerely
/s/ Roger T. Lennon, Director Test Dept.

— IN SCHOOL COMMITTEE —

Oct. 1, 1968

ORDERED:

That the following proposed motion be referred to the Superintendent for study and report: "That the School Committee request the City Manager to immediately take whatever action is necessary to add a second floor to the present M.E. Fitzgerald School Annex in order to alleviate a very serious overcrowding of said school with the accompanying decrease in the quality of education, inescapable in this situation."

Partly in compliance with the order of the School Committee stated above, but more importantly to meet the immediate and projected needs of the children in the area served by the Michael E. Fitzgerald School, it is requested that your office take whatever action is necessary to add a second floor to the present Michael E. Fitzgerald Annex.

The School Committee realizes that an addition of eight classrooms to the original Fitzgerald School was completed in October, 1964. At that time the order adopted by the Committee requested twelve additional rooms.

The school was designed and approved for a maximum student population of five hundred and fifty students and contained only eighteen regular classrooms. Because of changes in the housing patterns, in the geographical area served and because of the increased parental concern, attendance of their children in a new school with excellent supplementary facilities the overall enrollment in the school from the outset has been far in excess of the maximum for which the school was planned.

The resulting crowding of facilities and the necessary use as regular classrooms of space originally intended for other educational and health activities provided sufficient justifications for the construction of a new addition of eight classrooms shortly thereafter.

The addition of these eight rooms brought the total number of regular classrooms to twenty-six (26). At an average of 30 pupils per class, this provides space for seven hundred and eighty (780) pupils.

The student enrollment as of September 13, 1968 was nine hundred and twenty-two (922) pupils.

Two private schools, in addition to the Fitzgerald School, have served a part of the elementary school age children in this district. Most recently, in the two schools, largely because of financial and staffing problems, it has been necessary to reduce the size of classes and to discontinue some grades. The result has been an increase in the enrollment at the Fitzgerald School.

This year as last year, it has been necessary to conduct classes in space intended for other purposes, the Music Room, the Health Suite, and one-half of the Economics Room.

The attached letter from the Master of the School projects the enrollment for 1969-1970 and indicates both the need for additional classroom space and, even with that fulfilled, the size of the resulting classes both of which establish the educational shortcomings of the present facility.

The planning of the most recent eight room addition was foresighted and apparently considered the probable need for further classroom space for it included the necessary steel work, foundation, heat risers, etc., for the addition of classrooms on the second floor.

To the best of our knowledge the future needs of the Fitzgerald School, if it is to serve the pupils and parents of that section of the City of Cambridge on an equal footing as the other new schools serve those who neighbor those schools, require an immediate beginning of plans for an addition to the present Fitzgerald School.

/s/Edward A. Conley
Superintendent of Schools

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the foregoing report received from the Superintendent relative to the need of an addition to the M.E. Fitzgerald School Annex, be accepted and the School Committee herewith authorizes the erection of eight additional rooms to the present M.E. Fitzgerald School; and further, that a copy of the aforesaid report be forwarded to the City Manager with a request that he appoint an architect and provide the necessary funds to get this project underway, but that the rest of the long-range building program submitted to the City Council and the City Manager shall remain in effect.

The Superintendent presented a summary report received from Mr. Leon Kowal, School Committee negotiator, of his meetings with the negotiating committee for the Cambridge Teachers' Associations and on motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that this report be referred to executive session.

Conforming to an order that he study the parking situation around the various schools, the Superintendent presented the following letter from the City Solicitor concerning this matter and reported that copies of the letter have been forwarded to the Chief of Police and to the Director of Traffic requesting that the necessary action be initiated to implement the opinion of the City Solicitor and the needs of the School Department. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that this report be adopted:

December 23, 1968

David E. Hockman
Deputy Superintendent of Schools
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Hockman:

You have asked my opinion concerning parking by unauthorized persons on school department property.

In my opinion the School Committee has the power to establish by rule or regulation restrictions concerning the parking of motor vehicles on school department property. Under Chapter 90, Section 20C of the General Laws, a police officer who takes cognizance of a violation of a rule regulating the parking of motor vehicles established in the city shall issue a tag giving notice to the offender of the violation.

Under Article XIX, section 19.3 of the Traffic Regulations of the City of Cambridge there should be a sign which sets forth that the parking area is restricted to teachers and bears the legend "Tow Away Zone."

The School Department may request a police officer of the rank of sergeant or higher to order the towing of cars parked in violation of the rules of the School Committee. The power of the police department is established by a recently enacted ordinance and by Article XIX of the Traffic Regulations.

With respect to the parking of vehicles on that section of Irving Street between Cambridge Street and Broadway adjacent to the Rindge School, the regulations concerning parking must be promulgated by the Traffic Director and once that is done, the police may tag offending vehicles or order such vehicles towed away. The Traffic Director would in my opinion have the power to restrict Irving Street to the parking by cars of the school department personnel.

Very truly yours,
/s/Philip M. Cronin
City Solicitor

Complying with an order of the School Committee regarding recreational equipment presently installed in play areas adjacent to the elementary schools the Superintendent presented the following report and attached a report from each of the elementary schools:

> There is attached a report previously submitted to the School Committee by the Superintendent of Recreation on this same subject.
>
> For the purpose of identification on Mr. Cowles' report, the Ahern playground is adjacent to the original location of the Thorndike School; the Alden is across from the Agassiz School and the Cogswell is adjacent to the Lincoln School.
>
> The report on the Houghton School is omitted because of the change in location.
>
> The recommendations which Mr. Cowles makes in his letter of June 26, 1968 if implemented, would provide the basic equipment necessary for these areas, said letter being set forth below.

June 26, 1968

Mr. Edward J. O'Connell
Secretary, Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass.

Dear Mr. O'Connell:

In accordance with your request, I am pleased to submit additional equipment that I would recommend be installed at the play areas adjacent to schools. I have previously provided you with a list of the kinds of equipment that is already present, and the following recommendations are in addition to that which already exists.

Ahern: Large swing frame; climber; see-saw; sand play area
Donnelly: Slide; sand play area
Lindstrom: Basketball court; new benches; fibre glass table
Fletcher: Big swings; climber; see-saw; benches
Houghton: Baby swings see-saw; sand play area
Alden: Imaginative play apparatus, i.e., climbers, mounds; balance beams
Peabody: Merry-go-round; see-saw

sand box, benches, climber and imaginative designs as space permits.
Haggerty: One additional swing frame; see-saw; benches

I should add that bubbler and sprinkler conditions at each of these locations presently exist as follows:

Ahern — O.K.
Donnelly — Needs repair of gate valve on bubbler near tot area
Lindstrom — O.K.
Fletcher — Neither bubbler nor sprinkler available.
Houghton — O.K.
Alden — Bubbler O.K.; no sprinkler
Peabody — Neither bubbler nor sprinkler available.
Cogswell — Neither bubbler nor sprinkler available
Rindge — O.K.
Russell School — Neither bubbler nor sprinkler available
Haggerty — O.K.

With reference to supervision at the play areas in the City of Cambridge, the Recreation Department provides daily supervision during the summer at some forty play areas. While school is in session, this Department has provided one female recreation leader at only Donnelly Field Tot area from 2:30 - 5:00 P.M. during the spring of the year. This girl is paid $2.00 per hour and is responsible for maintaining order. The presence of many mothers at the Cambridge Common has thus far enabled us to provide no supervision at this location during the school year. Usually, however, one recreation leader is sufficient to supervise an area containing play apparatus.

Cogswell: Swing frame to be relocated adjacent to school; add a climber; slide, see-saw and one large swing frame. Leave single basketball backboard at present location.
Rindge: Sand play area to be added in addition to imaginative play area to be developed
Russell School: Develop one side of school for older youngsters including large swing frame, benches, and basketball; other side of school developed as tot area including baby swings, slide, see-saw,

I trust this additional information is satisfactory, and should I be of further assistance, please give me a call.

Yours very truly,
/s/Paul G. Cowles
Superintendent of Recreation

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the foregoing report relative to recreational equipment be accepted.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to refer to the budget the following report received from the Superintendent in conformity with an order of the School Committee that he study the School Department requirements relative to clerical help:

January 7, 1969

From the Superintendent:

The following report is respectfully submitted in compliance with the School Committee Order of October 1, 1968, that:

"Superintendent to study the School Department requirements relative to clerical help and report in time for preparation of 1969 School Budget."

A survey of the present number of clerical employees is indicated in Attachment No. 1.

A survey of the projected additional personnel recommended is indicated in Attachment No. 2.

In determining the need for additional personnel in the stenographer-typist-clerk classifications certain assumptions have been made:

a. That only those letters and reports which are produced for transmission to the School Committee or to individuals, agencies or companies outside of the School Department require typing.

e.g. (1) Reports prepared on children by the Bureau of Pupil Services and by Guidance Personnel

(2) Completion of form reports.

b. That where duties are such that only clerical functions are required that classifications of clerks be employed at a consequent saving in personnel costs.

c. That permanent full year employees be employed only in those positions which require such employment, and that all others be classified as permanent part time employees hired for that period of the year and for those hours of the day that the schools are in session.

/s/Edward A. Conley
Superintendent of Schools

Survey of clerical employees presently employed by the School Department

Office of the Superintendent:
1 Secretary
2 Clerk Typists

Business Office
10 Clerk Typists
Note: 1 is acting as business manager
1 is assigned to Mr. William Fitzgerald

Directors: (not including Bureau of Pupil Services):
3 Permanent Part-Time Clerk Typists
Note: There are presently 11 Directors and there will be 13 before the end of this school year.

Staff Council:
1 Permanent Part-Time Clerk Typist

Bureau of Pupil Services:
1 Permanent Clerk Typist
2 Permanent Part-Time Clerk Typists

High and Latin School:
3 Permanent Clerk Typists
4 Permanent Part-Time Clerk Typists

Date Processing:
1 Permanent Part-Time Clerk Typist

Rindge Technical School:

2 Permanent Clerk Typists
2 Permanent Part-Time Clerk Typists

Elementary Schools:

1 Permanent Part-Time Clerk Typist at each of the following schools: Fitzgerald, Harrington, Houghton, Longfellow, Morse, Peabody, Roberts and Russell.

Secretary of the School Committee:

1 Permanent Clerk Typist

It is recommended that the following considerations be considered in establishing the basis for the recommendations included:

Office of the Superintendent:

If the recommendations submitted are adopted there will be in addition to the Superintendent, a Deputy Superintendent, three Assistant Superintendents and three Administrative Assistants.

It is recommended that there be authorized two additional stenographer-typists and two permanent part-time stenographer-typists for this office.

Business Office:

The School Committee has authorized two new positions of Chief Clerk.

The addition of new lunch rooms has added to the work load of the clerk assigned to this duty.

Filing has occupied the time of personnel whose time should be used in more skilled tasks.

Relief of the switchboard operator has done likewise.

The increase in the number of employees has added considerably to the work of the payroll clerks.

The initiation of the new custodial contract has added a clerical load to Mr. William Fitzgerald's office.

It is recommended that the following new positions be authorized:

1 Permanent part-time clerk-typist to assist the clerk in charge of the cafeteria accounts, records and orders.

1 Clerk-Telephone Operator to be responsible for all filing and for all switchboard reliefs.

1 Full time junior clerk typist to assist Mr. William Fitzgerald in implementing the provisions of the custodial contract.

Directors: (not including the Bureau of Pupil Services.)

It is recommended that the present 3 permanent part-time clerk typists be increased to 5 permanent part-time clerk-typists to provide a ratio of one clerk typist for each 3 directors.

This would likewise provide for assistance in the record keeping of the Music and Audio Visual Department.

Staff Council:
No change.

Bureau of Pupil Services:
No change.

High and Latin School:
The addition of adjustment conselors will increase the requirement already present for added clerical assistance in the Guidance Department.

It is recommended that one permanent full-time and one permanent part-time clerk typist be authorized for this division.

Data Processing:
No change.

Rindge Technical School:
No change.

Elementary Schools:
One additional permanent part-time junior clerk typist be authorized for the Webster School.

The result will be to provide a clerk typist for each elementary school with a pupil population of 400 or more pupils.

Secretary of the School Committe:
No change.

The total number of personnel to be added if all the recommendations of this report are adopted will be:

2 permanent Junior Stenographic Typists
2 permanent part-time Junior Stenographer-Typist
2 permanent Junior Clerk Typists
1 permanent Clerk Telephone Operator
5 permanent part-time Junior Clerk Typists

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the foregoing report be placed on the table for further study.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that the Superintendent be authorized to operate the temporary Houghton School on a single session as soon as possible.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call that the Superintendent of Schools be authorized to represent the City of Cambridge at the convention of the American Association of School Administrators to be held in Atlantic City, New Jersey, from February 15, 1969 to February 19, 1969 and a sum of $300.00 be appropriated and included in the 1969 budget: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Conforming to a request that he study the matter of financial assistance from the State in the reconstruction, remodeling, rehabilitation and modernization of school houses, the Superintendent presented the following report and on motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the report be placed on the table:

> An inquiry to the City Solicitor elicited the reply and the copy of the new law which is attached.

The interpretation of the Office of the Superintendent would indicate that only if the School Committee included in its budget money to rehabiliate an existing school building in lieu of its complete replacement would Chapter 574 be pertinent.

It adds a further restriction in that reimbursement up to one-third of the total expenditure for new schools in the previous year would be possibly approvable under this newly adopted statute. Hence, those projects which legally fall within the purview of the School Department budget would not be approvable within the provisions of this Chapter.

A call to Mr. Black at the Mass. Schoolhouse Commission elicited the reply that guidelines would be sent in the near future; that money to implement the Chapter has not yet been forthcoming; that basically the same criteria would be applicable as is the case with new school construction.

Very truly yours,
/s/Edward A. Conley
Superintendent of Schools

REPORTS OF COMMITTEES

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the following report of the Committee on Buildings & Grounds be adopted and referred to the 1969 budget.

COMMITTEE ON BUILDINGS & GROUNDS

Monday, January 6, 1969

PRESENT: Daniel J. Clinton, Chairman
Francis H. Duehay
James F. Fitzgerald
Superintendent, Deputy Superintendent and Chief Custodian

It was voted to recommend that the sum of $50,000.00 be appropriated to Schedule G-12 in the 1969 School Department budget for the installation of a satellite lunch room at the Abraham Lincoln School.

It was voted to recommend that the sum of $159,900.00 be appropriated in the 1969 School Department budget to Schedule F-13 Repairs and Materials for Buildings & Grounds — said sum being itemized as follows:

Administration:

1.	Add 3 more offices for Directors below Business Office	$ 8,000.00
2.	Clean out old Forge Room and refinish as a Resource Center and Professional Library	5,000.00
3.	Clean out and refinish as small lecture room	1,250.00
4.	Clean out and paint room next to present Follow Through Office	900.00
5.	Shift present Professional Library and Deposit to Old Forge Room	
		$ 15,150.00

Rindge:

1.	Recondition all lavatories (½ this year)	50,000.00
2.	Roof leaks Cafeteria, Gym, Corridors outside Business Office, Boys' Toilet 4th floor Broadway	1,000.00

3.	Roof flashing and repointing cornices	250.00
4.	Drinking fountains (7)	350.00
5.	Outside doors	12,000.00
6.	Rebuild elevator	18,000.00
7.	Cafeteria	
	Wall off space for teacher's lunchroom	500.00
	Entrance doors	
8.	Resurface floors, 16 rooms in tiles	5,000.00
9.	Alumni Offices	500.00
10.	Guidance Office partitions	1,200.00
11.	Folding door gym	12,000.00
12.	Plumbing and electrical repairs for all Science Labs	500.00
		$101,300.00

Cambridge High & Latin School:

1.	Wall off teacher's lunch room		600.00
2.	Art Room		1,500.00
3.	Overhaul or replace all boiler controls		2,500.00
4.	Repair or replace all defective controls on Johnson regulators		1,000.00
5.	Replace hot water tanks in boiler room which supplies hot water for cafeterias		1,000.00
6.	Establish store room for supplies		500.00
7.	Rewire lights in Auditorium ceiling to overcome overloading		1,000.00
8.	Replace and rechannel fire curtain ropes		300.00
9.	New electrical panel 3rd floor cross corridor		100.00
10.	Rewire light fixtures on stairwells in new building		100.00
	War Memorial: Circulation Pump	500.00	
			$ 9,100.00

Agassiz

Additional sinks in lavatories	200.00
2 roof leaks — over room 8 and kindergarten	300.00
And combination auditorium & gym	1,000.00
Add 3 auxiliary emergency exits	8,000.00
	$ 9,500.00

Fitzgerald

Roof leaks	
Cafeteria	
Girl's shower room	500.00
Repair or replace master clock	200.00
Clean all drapes in auditorium and in front classroom	250.00
Tissue holders and fixtures needed for all lavatories,	100.00
general repairs to doors, locks	100.00
	$ 1,150.00

Fletcher

Install one lavatory for male teachers in corner of present	50.00
Window repairs 4 rooms	325.00

Heating unit - new library	350.00
Metal screen at entrance to pupil's lavatories off corridor	300.00
Luminators for area around building	100.00
	$ 1,125.00
Haggerty	
Repointing especially around windows or recaulking	300.00
	$ 300.00
Harrington	
Fire doors so they will close properly	300.00
Bricks falling from smokestacks	200.00
Replace grills at crawl space on playground	150.00
Room leaks - Bldg. B Above exhaust fan in cafeteria	300.00
Repair fire damage to lobby adjacent to gym	200.00
	$ 1,150.00
Longfellow	
1 additional aluminum door on Fayette St.	400.00
Firm up fences around school	400.00
New top for sewer in courtyard	25.00
New bubblers (8)	550.00
	$ 1,375.00
Lincoln	
Gym and auditorium combination	1,000.00
Morse	
Roof leaks	
Kitchen	
Replace flashing over gym & cafeteria	300.00
	$ 300.00
Peabody	
Roof leaks	
Auditorium lobby	
Boy's toilet 2nd floor	300.00
Doorchecks outside doors (4)	300.00
	$ 600.00
Putnam	
Exit door south side of building	200.00
	$ 200.00
Roberts	
Repointing	3,000.00
Fan room motor	100.00
Expansion valves in basement leaking badly	500.00
Repack valve top of boiler and return pumps	

Repair fire chimney over stage	150.00
Repair 10 univent dampers	200.00
Replace window sills and frames	3,000.00
Boiler repairs	200.00
	$ 7,150.00

Miscellaneous

Replace broken glass and sash Repairs to boilers and brick work Paint flagpoles and clean windows	10,500.00
	$159,900.00

Respectfully submitted
DANIEL J. CLINTON, Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Tabled Matters:

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to take from the table the Superintendents' recommendation, presented at the meeting of Dec. 3, 1968 that the present organization of the Board of Examiners be changed and in its place there be established a full time Board of Examiners consisting of three members who shall be classified as Administrative Assistants and who shall be directly responsible to the Superintendent. Recruitment, screening and evaluation of all applicants for teaching positions, both regular and substitute, shall be their primary responsibility. The three members of the Board of Examiners will have an additional duty as Administrative Assistants to the Superintendent. Salary will be that of an Assistant Director and their work year will be from September 1, to June 30 excluding only those days on which the Office of the Superintendent is closed. The Administrative Assistants will be recommended by the Superintendent for the consideration of the School Committee. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to amend the Superintendent's recommendation by striking out the words "Salary will be that of an Assistant Director and their work year will be from Sept. 1 to June 30 excluding only those days on which the Office of the Superintendent is closed." and inserting in place thereof the words "Their work year will be for eleven months and the Superintendent shall recommend an adjusted salary schedule for this position." On the following roll-call it was then voted to adopt a motion by Mr. Duehay, seconded by Mr. Good, that the rules be amended as set forth below: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present":

> "That the present organization of the Board of Examiners be changed and in its place there shall be established a full-time Board of Examiners consisting of three members who shall be classified as Administrative Assistants and who shall be directly responsible to the Superintendent. Recruiting, screening and evaluation of all applicants for teaching positions, both regular and substitute, shall be their primary responsibility. The three members of the Board of Examiners will have the additional duty of Administrative Assistants to the Superintendent. Their work year will be for eleven months and the Superintendent shall recommend an adjusted salary schedule for this position. Administrative Assistants will be recommended by the Superintendent for the consideration of the School Committee."

Awaiting Report:

On motion by Mr. Wylie, seconded by Mr. Duehay, it was voted that the City Manager be requested to submit within a week or sooner a specific report showing estimated date for receiving bids for the three new elementary school buildings, the estimated time for opening bids and the estimated date for receiving bids for the three new elementary school buildings, the estimated time for opening bids and the estimated date for awarding contracts. This report should contain specific information as to when J.&C. Adams Co., Inc., will be moved out of their present quarters. If the estimated time for beginning construction of these schools is later than April 1st, his report should contain a complete explanation for the delay, and be it further ordered that the City Manager and the City Solicitor be requested to appear at the next regular meeting of the School Committee which will be held on January 21, 1969 at 7:30 p.m. in the School Committee offices, for the purpose of discussing this program.

NEW BUSINESS

It was unanimously voted that the Cambridge School Committee record with sincere sorrow the death of the Hon. Thomas M. McNamara, City Clerk of the City of Cambridge for many years. Mr. McNamara after having served many years in the Cambridge City Council, was elected Mayor and served as chairman of the School Committee during the years 1957-1958. The School Committee extends to Mr. McNamara's family their deep sympathy upon learning of his death.

Vice Chairman Fitzgerald in the chair.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that it shall adopt the policy that it will indemnify school department employees against liability sustained in the good and faithful discharge of their respective duties; and further that all school department employees be made aware of this policy.

On motion by Mr. Solomons, it was voted to convene in executive session.
Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted that the following persons, being the first three persons on the certified civil service who are willing to accept the position by appointed permanent part-time junior clerk-typists: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald "Present".

Mrs. Phyllis T. Stewart, 26 Jefferson Pk.
Mrs. Theresa O. Valarese, 14 Austin St.
Mrs. Anne E. Fitzgerald, 137 Otis Street

A petition was received from Ethel L. McLaughlin, teacher at the Haggerty School, requesting that she be reimbursed for salary loss in the sum of $316.00 because of serious illness which exhausted her accumulated sick leave. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to suspend the rules for the purpose of taking action on this petition. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to grant the request and approve the petition of Miss McLaughlin: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having again been suspended, a motion to reconsider the foregoing vote, (hoping same would not prevail) failed of adoption.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following candidates be elected teachers in the Cambridge public Schools, effective January 1, 1969, at the salary indicated:

Home Teacher — Mrs. Rosalind I. Gifis — $6200.
Elementary French — Mrs. Ellen A. Strain — $7100.

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt a recommendation by the Sub-committee on Athletics that payment of a dental bill in the sum of $118.00 for injury sustained by Michael Lange a high school athlete hurt while playing varsity hockey: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Solomons "Present".

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to reconvene in regular session.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

REGULAR MEETING: January 21, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of interviewing the City Manager, Assistant City Manager and the City Solicitor relative to the proposed three new school buildings. The City Manager informed the committee that during the month of March, 1969 bids would be received and contracts awarded for the erection of these buildings. At the conclusion of the hearing the committee expressed their appreciation to the City Manager, Assistant City Manager and City Solicitor for their kindness in attending the meeting and for their very informative discussion.

The chairman ordered the regular order of business resumed.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the minutes of the regular meeting of January 7, 1969 be approved as presented.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to accept with thanks the kind invitation extended by the Houghton School PTA to attend Open House at the new portable school on Wednesday, January 22.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that freshmen and sophomores of the High & Latin School and Rindge Technical School be granted permission to participate on a voluntary basis in the twelfth annual essay contest conducted by Sts. Constantine and Helen Greek Orthodox Church.

SUPERINTENDENT OF SCHOOLS

(Reports and Recommendations)

There being no objection, the chairman ordered referred to executive session, a petition for leave of absence received from Judith F. Higley, teacher at M. Fitzgerald School.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to accept the resignations of Joanne L. Foster, teacher at the High & Latin School, effective January 17, 1969; of Ruth J. Begley, teacher at the Houghton School, affective January 31, 1969; of Marcia E. Lorion, teacher at the Houghton School, effective June 30, 1969; of Sharon Bourgeois, teacher at the Putnam School, effective January 31, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to make part of the minutes, the following report received from the Superintendent:

January 21, 1969

From the Superintendent:

The participating school systems of the Education Collaborative for Greater Boston are backing those projects which we consider to be sound, imaginative, and addressed to those complex issues that collectively constitute an educational crisis in metropolitan areas.

A very major part of the urban crisis lies in the area of human misunderstanding resulting from social isolation. Bringing youth together from city and suburban areas in a beautiful camp, ideally located, and staffed by highly competent professionals offers an exciting opportunity to increase understanding, and to develop new curricular materials and better methodological approaches.

Using camping facilities for various educational purposes has proved valuable in a number of areas across the country including metropolitan Boston. This approach, to our knowledge, has never been tried before as a metropolitan collaborative effort.

I endorse the project as an important contribution to improve educational opportunities for children in my district.

/s/ Edward A. Conley
Superintendent of Schools

The Superintendent reported the marriage of Susan Carol Smith, teacher at the High & Latin School to Jonas H. Ellenberg, and that her name will now appear on our records as Susan C. Ellenberg.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from the Attorney General addressed to the Mayor and forwarded by his office to the School Committee.

January 2, 1969

MAYOR OR CHIEF OF SELECTMEN

Re: Commonwealth of Massachusetts
Vs: Harper & Row Publishers, Inc., et al.

Dear Sir:

Enclosed please find check made payable to your city or town in the amount of $1,150.00. This represents your share of the recovery in the case brought on your behalf under General Laws, Chapter 12, S10, by the Attorney

General against certain wholesalers and publishers of children's books. The settlement is being divided among fifty cities, towns and school districts who participated in this litigation and your recovery is based on your proportional damage compared with the damage of the other plaintiffs. The principal basis for the allocation of the recovery money is the interrogatories which you forwarded to This office but which were not filed in court due to the settlement.

We appreciate the cooperation and support which you have shown throughout this entire litigation and we are pleased that this matter has been brought to such a very successful conclusion.

Very truly yours,

/s/ Elliot L. Richardson
Attorney General

/s/ Robert L. Meade
Assistant Attorney General

/s/ Robert H. Goldman
Special Assistant Attorney General

P. S. In accordance with our understanding, we are reimbursing you out of your recovery for the $135.00 spent by you as per the enclosed bill which you sent us for accumulating the data. Thus, your recovery is $1,150.00, less $135.00 expenses, making a net recovery of $1,015.00.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication Department of Education relative to School Committee plan to eliminate imbalance in the Houghton School Area:

Superintendent Edward A. Conley
Cambridge Public Schools
1700 Cambridge St.
Cambridge, Mass.

January 13, 1969

Dear Superintendent Conley:

I am pleased to inform you that the Commonwealth's Board of Education voted unanimously at its regular meeting held on December 27, 1968, to accept the updated revision of the Cambridge School Committee's plan to eliminate racial imbalance as submitted December 17, 1968 in accordance with the provisions of Chapter 641, Acts of 1965.

I wish to commend the School Committee and you, as Superintendent of Schools, for the manner in which you have complied with the letter and spirit of the racial imbalance act.

Sincerely yours,

/s/ Thomas J. Curtin
Acting Commissioner

There being no objection, the chairman ordered made part of the minutes the following communication from Deputy Superintendent of Schools David E. Hockman:

> TO: The School Committee January 16, 1969
>
> The Cambridge School Department has been funded for two courses for young which will be operated in conjunction with the Cambridge Office of the Department of Employment Security.
>
> Each is programmed for twenty students and will be in the area of Clerk General and Clerk Typist.
>
> Classes will be conducted afternoons and evenings at the High & Latin School with the first group scheduled for Monday, February 10th and the second for Monday, February 27th.
>
> The entire cost for the program has been provided under the Manpower Development Training Act. Students will be selected by the Cambridge Office of the Department of Employment Security.
>
> Very truly yours,
> /s/ David E. Hockman, Dept. Supt.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to refer to the negotiating committee a communication from the Cambridge Teachers' Association advising that an error of omission had been made in typing the proposed contract and that the following should be added on page 18 "A Master's program required 60 hours or two years to be equivalent to a one- year Master's degree plus thirty hours".

On motion by Mr. Fitzgerald seconded by Mr. Solomons it was voted to refer to the budget a recommendation from the Superintendent of Schools that consistent with the lengthening of the contract year for Administrative Assistants in the office of the Superintendent as adopted by the School Committee, it is recommended that the position be placed on the following ratio schedule: 1.20, 1.25, 1.30, and 1.35. Originally the recommendation for a 10 month contract placed this position on a ratio of 1.10, 1.15, 1.20 and 1.25.

The Superintendent presented a detailed report on the status of Rindge Technical Institute.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted that the report be made part of the records and that the Committee permit this project to continue until the spring of 1969. (Mr. Clinton is recorded as voting "Nay").

> Mr. Edward A. Conley
> Superintendent of Schools
> Cambridge, Mass.
>
> January 7, 1969
>
> Dear Mr. Conley:
>
> This is a report on the status of the Rindge Technical Institute as it is now operating:

I. Enrollment

Medical Records Course

Local Residents	*Tuition Pupils*	*Total*
2	5	7

Electronics Course

13th Year	5	4	9
14th Year	1	2	3
Total	8	11	19

II. Cost — Medical Records Course

a. Salaries

1 Co-ordinator of field work and teacher of typing and dictation — per year —	$8,000.00
1 Biology teacher — 60 hours at $8.00 per hour	480.00
1 English teacher — 100 hours at $8.00 per hour	800.00
1 Medical Nomenclature teacher — 60 hours at $8.00 per hour	480.00
1 Teacher of Data Processing — 30 hours at $8.00 per hour	240.00
1 Teacher of Coding — 30 hours at $8.00 per hour	240.00
1 Teacher of Legal Principles — 15 hours at $8.00 per hour	120.00
2 Guest Lecturers — 1 hour each at $8.00 per hour	16.00

b. Cost of Equipment

13 Typewriters to be written off in three years. Cost per year for typewriters	$624.00
13 Dictaphone transcribers to be written off in three years Cost per year for transcribers	736.67
Total cost per year for Equipment	1,360.67
c. Cost of Supplies per year	100.00
Total cost per year for Medical Records Course	$11,836.67

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IIa Cost — Electronics Course

a. Salaries

1 English Teacher — 180 hours at $8.00 per hour	$1,440.00

1 Teacher of Mathematics — 324 hours at $8.00 per hour	2,592.00
1 Physics teacher — 144 hours at $8.00 per hour	1,152.00
1 Teacher of Electronics — 324 hours at $8.00 per hour	2,592.00
Total salaries per year for Electronics Course	$7,776.00

b. Equipment cost per year pro rata as follows:

Cost per year for equipment to be written off in five years	$2,447.82	
Cost per year for equipment to be written off in fifteen years	792.13	
Total cost per year for Equipment		$3,239.95
c. Cost of Supplies per year	None	-------
Total cost per year for Electronics Course		$11,015.95

Total cost per year —	Salaries, Equipment, Supplies — for Medical Records Course	$11,836.67
Total cost per year —	Salaries, Equipment, Supplies — for Electronics Course	11,015.95
	Grand Total	$22,852.62

I hope this satisfies the provisions of your request.

Yours truly,

/s/ Robert R. Sweeney
Director

Conforming to an order that he report on the advisability of teaching swimming at the 4th grade level, the Superintendent presented the following report.

Re: Teaching of swimming for all 4th grade pupils.

We would set aside one day a week to teach swimming at the War Memorial Pool during the school day. Forty pupils to a class with two teachers — 6 classes per day for a total of 240 pupils a day for a twelve week period. We could service three sections of 240 pupils or a total of 720 fourth grade pupils from September to June. Parental Permission should be obtained for participation.

Children should be transported to pool and back to school.

Estimated Cost:	Bus about $50. per day — 36 days	$1,800.00
	Teacher Aids to ride bus and assist in locker room, dressing, etc. Male and Female	1,620.00
	Purchase of additional small bathing suits	1,200.00
	Laundering	900.00
	Total	$5,520.00

It was voted to adopt a recommendation by the Committee on Athletics that the foregoing report be adopted and that the sum of $5,520.00 be included in the 1969 budget.

On motion by Mr. Solomons seconded by Mr. Clinton it was voted to adopt the following report from the Committee on Athletics:

COMMITTEE ON ATHLETICS

Monday, January 13, 1969

Present: Mr. Good, Chairman
Mr. Solomons;
Mr. Wylie

It was voted to recommend that a sum of $54,845.00 be included in the 1969 School Dept. Budget for Schedule A-2 Athletic Salaries and a sum of $68,000.00 be included for Schedule F-15 Athletic Supplies and equipment for a total appropriation of $122,845.00 for the athletic program.

It was voted that whereas during the latter part of 1968 the school committee adopted a recommendation of the sub-committee on athletics to extend physical education to the junior class at both high schools it was voted to request the Director of Physical Education to survey this matter and prepare a report in time for the next regular meeting of the School Committee setting forth whatever action has been taken to implement the extension of physical education into the junior years at both high schools.

Your sub-committee recommends that it is desirable to inaugurate a plan to teach swimming at the 4th grade level in the elementary schools and requests the Superintendent to present his opinion on this matter together with a detailed cost estimate for such a program, and that this report be presented at the next regular meeting of the school committee.

Mr. Kozlowsky presented the following report:

I have talked to Mr. Hockman, Deputy Superintendent, Mr. Sweeney and Mr. D'Arcy, Headmasters of Rindge and C.H.L.S. on the matter of extending

Physical Education to the Junior classes at C.H.L.S. and Rindge Technical School The Headmasters will assign Junior boys and girls to Physical Education classes beginning September, 1969. There may be some scheduling difficulties in assigning some pupils.

To implement this program we will need one female teacher for C.H.L.S. girls and one male teacher to work a split schedule between C.H.L.S. and Rindge Technical School.

We must have dividing doors for the Rindge Technical School gymnasium. In addition 600 gymnasium locks and 1000 towels will be needed between the two schools. We will also need wall attached Horizontal bars and floor plates for the Rindge Gymnasium.

Sincerely yours,

/s/ Joseph A. Kozlowsky - Director

Respectfully submitted,

John A. P. Good - Chairman

On motion by Mr. Wylie and seconded by Mr. Good it was voted that the Superintendent request the Masters and Principals of the elementary schools to submit a report outlining in detail what physical education activities occur in the various grade levels; and further, that the Superintendent advise the Committee as to what use is being made of the Cambridge Community Center by the Houghton School pupils.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Duehay seconded by Mr. Good it was voted on the following roll call to adopt the Superintendent's recommendation presented at the meeting of January 7, 1969 that Mrs. Rosalind I. Gifis be appointed a Home teacher at a salary of $6200.00 per year effective January 1, 1969; that Mrs. Ellen A. Strain be appointed a teacher of Elementary French at a salary of $7100.00 per year effective January 1, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Tabled Matters:

On motion by Mr. Fitzgerald seconded by Mr. Solomons it was voted to take from the table the Superintendent's report on financial assistance from the State in reconstruction, remodeling, rehabilitation and modernization of school buildings spread in the minutes of January 7, 1969. On motion by Mr. Fitzgerald seconded by Mr. Solomons it was voted that this report be accepted.

NEW BUSINESS

On motion by Mr. Clinton seconded by Mr. Duehay it was voted that the Superintendent consider the advisability of including in the 1969 budget a sum sufficient to employ additional Guidance personnel for secondary schools.

There being no objection the chairman ordered placed on the calendar a motion by Mr. Wylie seconded by Mr. Solomons that the Superintendent request all members of the High & Latin and Rindge Technical teaching staff and administration staffs to advise the Headmasters from time to time of the names of students they consider potential dropouts; that on a weekly basis the Headmasters advise the Assistant Superintendent for secondary schools (or when there is a vacancy in that office, the Deputy Superintendent) of such names of actual dropouts; and that the Assistant Superintendent promptly forward such names to the Riverside Center of the Cambridge Economic Opportunity Committee.

On motion by Mr. Solomons seconded by Mr. Wylie it was voted to convene in executive session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that a sum of $3,000.00 be included in the 1969 School Department Budget for the purpose of securing the services of a qualified and capable black-teacher-recruiter who shall search out and recommend for appointment to the Staff Board of Examiners, competent colored teachers for the Cambridge School System, especially for Cambridge High & Latin School.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Mrs. Judith F. Higley, teacher at the M. E. Fitzgerald School, be granted leave of absence without stipend from February 3, 1969 to March 14, 1969.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following applicants be appointed teachers at the salary, assignment and affective date as indicated:

High & Latin — Robert G. LaMontagne — Teacher (Physics)	$7200.	1/9/69
Elementary French — Marilyn A. Cliff — Teacher	6200.	1/1/69
Elementary French — Marjorie Hallisey — Teacher	6200.	1/1/69

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that Esther M. McDonald, Headmaster's Assistant in the Business Department at High & Latin School, be approved as Director of the Manpower Division Training Program in Clerk-General and Clerk-Typist.

On motion by Mr. Good, seconded by Mr. Wylie it was voted to adopt the Superintendent's recommendation that Anthony Apicella, Assistant Director of Music be granted leave of absence without loss of stipend on January 31, 1969 and February 3, 1969 for the purpose of attending a music teacher's conference in New York City.

The staff Board of Examiners presented the following report on applicants for the position of Director of Language Arts:

Edward A. Conley
Superintendent of Schools
Cambridge, Mass.

January 16, 1969

Dear Sir:

The Board of Examiners recommends the following applicants for the position of Director of Language Arts in the Cambridge Public Schools. The first five successful applicants are listed in the sequence established by the Board of Examiners:

1. Richard S. Phelps
2. Thomas P. Burns
3. Margaret M. Carroll
4. Peter J. Macione
5. Helen R. Brownrigg

Very truly yours,
/s/ David E. Hockman - Chairman

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that, based on the evaluation of the Staff Board of Examiners and a personal interview, that Richard S. Phelps be appointed Director of Language Arts.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the committee reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn.

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
Official Report

SPECIAL MEETING (In executive session) Saturday, January 25, 1969

Meeting called by vote of the School Committee for the purpose of considering teachers salary schedule and related matters.

Members Present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

The Committee considered the proposed teachers salary schedule submitted by Mr. Good with a range of $7,000 for beginning teachers to $11,800 in 11 steps to reduce the usual 12 steps. After considerable discussion it was agreed to formulate teachers salary schedule with the beginning salary of $6900 and a maximum salary of $11,800 with the maximum to be reached in 12 steps.

It was unanimously agreed that the stipend for Master's Degree be increased from $600 to $800; that the stipend for Master's Degree plus 15 hours would be increased from $200 to $600; that Master's Degree plus 30 hours would be increased from $200 to $600; and that the stipend for Doctorate be increased from $400 to $800.

It was unanimously agreed to recess this meeting to Monday, January 27, 1969 at 8:00 P.M. in the School Committee offices.

RECESSED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
Official Report

RECESSED MEETING (In executive session) Monday, January 27, 1969

Recessed from special meeting Saturday, January 25, 1969 called for the purpose of considering teachers salary schedules and related matters.

Members Present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Vice-Chairman Fitzgerald in the chair during the temporary absence of Chairman.

Mr. Leon Kowal of the firm of Kowal and Kowal, negotiator for the School Committee in the matter of a successor contract with the Cambridge Teachers Association, appeared before the Committee for the purpose of receiving guide lines in continuing his discussions with the negotiators for the Cambridge Teachers Association.

At the conclusion of the hearing, it was unanimously agreed to proceed to consideration of the teachers salary schedules and related matters.

Mayor Sullivan in the chair.

It was voted to approve the following teachers salary schedules and the administrative schedules.

Proposed Teacher Salary Schedule Effective September 1, 1969

Step	Present Salary	Proposed Salary	Cost of Increase
Appt.	6,200	6,900	700
1	6,500	7,200	700
2	6,800	7,500	700
3	7,200	8,000	800
4	7,600	8,500	900
5	8,000	9,000	1,000
6	8,400	9,500	1,100
7	8,800	10,000	1,200
8	9,200	10,500	1,300
9	9,600	11,000	1,400
10	10,000	11,400	1,400
11	10,400	11,800	1,400

It was voted that the stipend for Driver Education teachers be increased from $5.00 per hour to $6.00 per hour.

It was voted that the stipend for Evening School and Adult Education teachers be increased from $6.25 per hour for teachers without experience to $6.75 per hour; that the stipend for Evening School and Adult Education teachers with experience be increased from $6.75 to $7.50 per hour.

It was voted that the stipend for Summer School teachers be increased from $6.00 per hour to $6.50 per hour.

It was voted that the salary for William F. Linskey, School Athletic Trainer, be established at $12,500; and that the salary of Bernard J. Flannery, Supervisor of Cafeterias, be established at $12,500.

It was voted that the stipend for Evening School Principals be established at $11.00 per hour.

It was unanimously agreed that the foregoing salary schedules be effective September 1, 1969.

It was voted that effective September 1, 1969 that the following annual salary rates be approved:

Superintendent of Schools	$30,000.00
Deputy Superintendent of Schools	26,000.00
Secretary of the School Committee	16,500.00
Chief Custodian	16,500.00
Secretary to the Superintendent	10,000.00

It was voted to approve the following athletic coaches salary adjustments:

	Present Salary	Proposed Salary
Athletic Director	$1600	$2000
Head Football Coaches	1500	1700
Faculty Managers	1300	1500
Track Coaches	1500	1700
Basketball, Football and Hockey Coaches	1000	1150
Asst. Football Coaches	800	900
Asst. Basketball, Asst. Baseball and Asst. Hockey Coaches	600	700
Elementary Football Coach	375	425
Elementary Baseball and Basketball Supervisors	300	350
Elementary Football Officials	85	110
Elementary Basketball Officials	200	225
Elementary Baseball Officials	175	200
Rindge Achievement Class Coach	325	425
Girl's Athletic Coaches	1200	1350
Golf and Tennis Coaches	from 8.00 per day for 45 days to $500.00 per year	
Swim Coaches	from 9.50 per day for 90 days to $1150 for season	
Soccer Coach	from 10.00 per day to $600 per season	

It was unanimously agreed to lay on the table a motion that two positions of Assistant Director be established in the Department of Physical Education and that a sum sufficient to cover these two positions be included in the 1969 School Department budget.

It was agreed that Mr. Kozlowsky be asked to report no later than the first regular meeting in February on his conference with the Superintendent of Schools relative to what they feel are the requirements for the Physical Education Department, in detail; and further, what he would recommend for an expanded intramural program and how he would use any additional assistant directors that the School Committee may provide for his department.

It was unanimously agreed to lay on the table a motion that the following positions be established at Rindge Technical School and that a sum sufficient to cover these positions be provided in the 1969 School Department budget:

1. At least one additional guidance counselor
2. An Assistant Director in charge of guidance at the Rindge Technical School.

It was voted to adjourn

ADJOURNED:
EDWARD J. O'CONNELL
Secretary of the School Committee

ADMINISTRATIVE SALARIES SEPTEMBER 1, 1969 BASED ON BACHELOR'S DEGREE MAXIMUM OF $11,800 AND PRESENT RATIOS.

	Ratio	1st Year	Ratio	2d Year	Ratio	3d Year	Ratio	4th Year
Asst. Superintendent	1.75	$20,650.00	1.80	$21,240.00	1.85	$21,830.00	1.90	$22,420.00
Head Master High School	1.55	18,290.00	1.60	18,880.00	1.65	19,470.00	1.70	20,060.00
Master Elem. School	1.30	15,340.00	1.35	15,930.00	1.40	16,520.00	1.45	17,110.00
Director	1.30	15,340.00	1.35	15,930.00	1.40	16,520.00	1.45	17,110.00
Asst. Head Mas. High Sch.	1.30	15,340.00	1.35	15,930.00	1.40	16,520.00	1.45	17,110.00
Elementary Principal	1.20	14,160.00	1.25	14,750.00	1.30	15,340.00	1.35	15,930.00
Administrative Assistants	1.20	14,160.00	1.25	14,750.00	1.30	15,340.00	1.35	15,930.00
Dean, High School	1.10	12,980.00	1.15	13,570.00	1.20	14,160.00	1.25	14,750.00
Headmas. Asst. High Sch.	1.10	12,980.00	1.15	13,570.00	1.20	14,160.00	1.25	14,750.00
Sub-master Elem. School	1.10	12,980.00	1.15	13,570.00	1.20	14,160.00	1.25	14,750.00
Asst. Director	1.10	12,980.00	1.15	13,570.00	1.20	14,160.00	1.25	14,750.00

Guidance Counselor or
Adjustment Counselor
$400. over teacher salary

Teachers	Bach. Min.	Bach. Max.
	$6900.00	$11,800.00
	Master's Min.	**Master's Max.**
	$7,700.00	$12,600.00

Guidance Counselors	
Master's Degree	$800.
15 SH beyond Master's	600.
30 SH beyond Master's	600.
Doctorate	800.

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING: Tuesday, February 4, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

It was unanimously voted to convene in executive session for the purpose of discussing a proposed new contract for the Teachers' Association with Mr. Leon Cowal, Negotiator for the School Committee. At the conclusion of the discussion it was voted to concur with the Cambridge Teachers Association that the present contract be extended until February 28, 1969.

Mr. Richard S. Phelps recommended by the Superintendent for appointment as Director of Language Arts, appeared before the committee to discuss his qualifications for this position.

It was voted to reconvene in regular session.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the minutes of the meeting of January 21, 1969 and the special meeting of January 25, 1969, recessed and adjourned on January 27, 1969 be approved as presented.

A communication was received from the Neighborhood Committee for the Tobin School Park Recreational Facilities objecting to the proposed regulation baseball field which has been planned for this area. On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of offering a motion relating to this matter, at this time. On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that, Whereas the School Committee is of the opinion that the proposed baseball diamond in the John M. Tobin School recreation field be located in another section of the city, if possible, nevertheless it is therefore Ordered: That the School Committee request the Recreation Commission to design the Tobin School recreation field for (1) the School Department's physical education, intra-mural and athletic programs for students attending the Tobin School; (2) the Recreational and athletic preferences expressed by local residents for facilities appropriate for the community school program.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to refer to the Superintendent an application for the position of School Adjustment Counselor submitted by Mrs. Doris G. Anderson.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Community Schools Commission:

February 3, 1969

The Honorable School Committee
Mr. Edward J. O'Connell, Secretary
1700 Cambridge Street
Cambridge, Massachusetts 02138

Gentlemen:

The Community Schools Commission has been meeting weekly since its appointment in November in an effort to respond to the widespread concern for the activation of a Community Schools Program and to set forth the pattern for implementation of such a program. Our energies have been devoted particularly to:

(1) Evaluating various applicants for the assignment as Director of Community Schools.

(2) Developing a rational and realistic set of objectives for the first half-year of operation of such a program

We are conscious of the fact that the School Committee and the School Department have indicated a very real measure of support for the community schools concept. Messrs. Conley, Hockman, and others have been most helpful to us in thinking through some of the problems associated with starting such an effort.

At the conclusion of a lengthy meeting with the Commission and with the Community Schools Advisory Committee, the City Manager last Thursday indicated a willingness to allocate some $75,000.00 for implementing a Community Schools Program during the remainder of 1969. It would be our hope that this level of funding would be sufficient to permit a professional Community Schools coordinator in each of the community's elementary school buildings.

As we think through the problem of assuring a maximum impact and benefit from this relatively modest allotment of funds, we are impressed indeed by the critical importance of custodial services in the total scheme of things.

This being the case, we are gratified by the initiative now being taken by the School Committee in establishing a staggered shift system of custodial assignment. We would like to add a special note of urgency about the importance of this change in making possible the achievement of a meaningful Community Schools Program.

We are increasingly impressed by the evidence of broad-based citizen interest in the activation of a Community Schools Program. The important initiatives which you are taking to make this program workable – that is, in the form of the revised custodial assignments as well as the making available of school facilities – should not and will not go unnoticed by a large number of Cambridge citizens. In behalf of them as well as the Community Schools Commission, we would like to applaud your efforts.

We would appreciate any advice you can give us as to when the staggered shift system can be put into operation. We would welcome the opportunity to discuss this and other matters of mutual interest with you at your early convenience.

Sincerely yours,

/s/ Oliver Brooks, Secretary
Community Schools Commission

OB:VP

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from the "Save Our Cities" committee:

Cambridge School Committee
Cambridge, Mass.

Jan. 29, 1969

Gentlemen:

On behalf of the Save Our Cities Inner Belt Committee I wish to thank you for your interest and support for the January 25 Inner Belt Demonstration. The members of the administration and the individual school faculty and staff were a major part of the organizing and participating element of the event.

Without the help of the school system we would have found it impossible to inform parents and residents of the demonstration.

Unfortunately, this was only the beginning of the campaign to influence the new Governor to make major policy revisions regarding urban transportation. The long-term goal is to shift the emphasis on automobile transportation to mass transit. The odds are very great, and there will be many times in the near future that we will have to find a unified effort from all organizations in the City of Cambridge to battle the forces behind highways.

We hope we will have your support in future efforts.

Sincerely,

Anstis G. Benfield, Secretary
Save Our Cities Committee.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to inform Howard V. Doyle, President Mass. State Council AFSCME, that the matter of payment of custodians while performing duties for the Recreation Department, as outlined in his letter of January 21, 1968, should be taken up with the Recreation Department as the School Committee has no jurisdiction over their funds.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to refer to executive session, a communication from Cambridge School Custodians Union asking the School Committee to consider an adjustment of the salary schedule contained in Article XVI of the Contract between the Union and the School Committee.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to refer to the Superintendent for report an application received from Paul C. Eggleston of Ithaca, New York, an applicant for the position of Assistant Superintendent of Schools.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that Mrs. Diana Scapicchio, kindergarten teacher at the Haggerty School, be granted leave of absence without stipend for a period of two years from February 28, 1969.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation that the students of the eleventh and twelfth grades in both high schools be granted permission to participate on a voluntary basis in the annual scholarship awards program sponsored by the Mass. State Labor Council AFL-CIO.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that students of the eleventh and twelfth grades of both high schools be granted permission to participate on a voluntary basis in the writing contest "Ability Counts" sponsored by the Mass. Division of Employment Security.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to make part of the minutes the following communication from the Follow Through Program:

Jan. 24, 1969

Mr. Edward A. Conley
Superintendent of Schools
Cambridge, Mass.

Dear Mr. Conley:

As of Monday, January 27, 1969 the Follow Through Kindergarten Class of the M. E. Fitzgerald School will attend morning sessions at the Notre Dame School, Sargent Street, Cambridge. Afternoon sessions will be held at the Fitzgerald School.

Overcrowded conditions at the Fitzgerald School prohibits our using a classroom for a full day. After investigating all possible resources in the immediate vicinity we recommend that the classroom space offered by Notre Dame would be desirable and suitable to meet our needs. An investigation of the area was made by a representative of the Administrative Staff of the school and they concurred with our opinion.

The approval for the location of the kindergarten class at Notre Dame was obtained from the Superintendent's Office before notification was sent to parents regarding the location of the kindergarten class.

Yours truly, /s/ Mary T. Finn – Director

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to make part of the minutes the following opinion received from the office of the Attorney General:

MASSACHUSETTS ASSOCIATION OF SCHOOL COMMITTEES, INC.

Room 224 – 73 Tremont Street, Boston, Ma. 02108

RULING OF ATTORNEY GENERAL RE C. 633

(Hiring of an Attorney by School Committees)

January 10, 1969

Honorable Owen B. Kiernan
Commissioner of Education
180 Tremont Street
Boston, Massachusetts 02111

Dear Commissioner Kiernan:

You have requested my opinion as to certain powers and duties of school committees as a result of the amendment of S 1781 of the municipal collective bargaining law: (G.L. c 149, SS 178G-N) by c. 633 of St. 1968. Prior to the 1968 amendment the first paragraph of 1781 reads as follows:

"The municipal employer and the employee organization recognized or designated as exclusive representative of the employees in an appropriate unit shall have the duty to bargain collectively. In such bargaining other than with the employee organization for school employees, the municipal employer shall be represented by the chief executive officer, whether elected or appointed, or his designated representative or representatives. In such bargaining with an employee organization for school employees, the municipal employer shall be represented by the school committee or its designated representative or representatives. In such bargaining in a superintendency union formed in accordance with general or special law, the school committee may be represented by a common representative or representatives designated by them and the employee organizations may be representated by a common representative or representatives, designated by them."

The 1968 amendment added a proviso to the third sentence of the foregoing paragraph so that the third sentence now reads as follows:

"In such bargaining with an employee organization for school employees, the municipal employer shall be represented by the school committee or its designated representative or representatives; provided, however, that the school committee shall not designate an attorney as its representative unless it is so authorized by vote of the city council, in the case of a city, or of the town meeting, in the case of a town. Such attorney shall not be subject to the provisions of section nine A of chapter thirty[1] or the provisions of chapter thirty-one.[2]"

[1] Veterans' tenure
[2] Civil Service

You have asked me the following eight questions:

"1. Is Chapter 633 of the Acts of 1968 a valid discrimination against a class of persons?

"2. Under said Chapter 633 may a school committee represent itself in bargaining with an employee organization if (a) one, (b) more than one but fewer than a majority, (c) a majority of its members are attorneys?

"3. Under said Chapter 633 may a school committee designate an attorney who is a member of the school committee as (a) its representative or (b) one of its representatives, in each case without compensation, in bargaining with an employee organization?

"4. If it is your opinion that any part of question 1 or question 2 should be answered 'no,' is said Chapter 633 an invalid discrimination against a class of persons?

"5. If it is your opinion that said Chapter 633 is valid, does the act prohibit a school committee from contracting with, employing or retaining a consultant, who is an attorney, to advise and assist its designated representative or representatives in bargaining with an employee organization unless such contract, employment or retainer has been authorized as provided in the act?

"6. If it is your opinion that question 5 should be answered 'no' is the compensation to be paid to such consultant an expenditure for the support of the public schools to which General Laws Chapter 71, Section 34 applies?

"7. Must the authorization specified by said Chapter 633 be authorization limited to the designation of a particular attorney or to the designation of an attorney as the representative of the school committee for particular bargaining matters or for a particular period of time or may such authorization be an authorization to continue in effect as to all designations thereafter made until further action of the authorizing body?

"8. If a school committee designates an attorney pursuant to valid authorization may such attorney be compensated and, if he may be compensated, is such compensation an expenditure for the support of the public schools to which General Laws Chapter 71, Section 34 applies?"

The legislative history of c. 633 shows that the measure as enacted differed considerably from the bills from which it was derived. The original bills authorized a school committee to employ legal counsel for general purposes. 1968 House Doc. Nos. 236, 666; 1968 Senate Doc. No. 244. The House substituted for these bills a measure authorizing school committees to hire an attorney to represent them in *collective bargaining*. 1968 House Doc. No. 4433. This bill passed both the Senate and the House but the Governor returned it with a recommendation that a school committee could designate an attorney as its collective bargaining representative only upon approval by the city council or town meeting. The Governor stated:

"While I can see that there may be some need for some school committees to hire someone skilled in collective bargaining, I feel that a decision as to whether any particular city or town should permit a person other than the appointed town counsel to represent the school committee, should be left to the governing body of that particular municipality." 1968 House Doc. No. 4670.

The Legislature accepted the Governor's recommendation with minor amendments. It also changed the title of the bill from "An Act Providing for Hiring of Counsel by School Committees as Collective Bargaining Representatives" to "An Act Providing that School Committees Shall Not Designate Attorneys as Collective Bargaining Representatives unless so Authorized by the City Council or the Town Meeting."

Turning now to your questions – I answer them as follows:

QUESTION 1 – Your first question asks whether c. 633 is a valid discrimination against attorneys. I assume that you are referring to the fact that although authorization by city council or town meeting is required for a school committee's designation of an attorney as its representative in collective bargaining negotiations, no such authorization is required for the designation of someone who is not an attorney. I find no invalidity in the foregoing provision. The statute does not exclude attorneys from serving as collective bargaining representatives but merely conditions their designation as such on a vote of a city council or town meeting. That the designation of a non-lawyer is not subject to the same condition does not present any substantial issue of "discrimination" in any constitutional sense. The presumed statutory purpose – that of centralizing municipal approval for all municipal legal services – does not appear to be improper. See *Opinion of the Justices*: 303 Mass. 631, 641; *Mayor of Somerville* v. *District Court of Somerville*, 317 Mass. 106.

QUESTION 2 – Your second question asks whether "under" c. 633 a school committee may "represent itself in collective bargaining negotiations if one or more of its members are attorneys. My answer is in the affirmative. Chapter 633 specifically retained the provisions of S 1781 which state that "the municipal employer shall be represented by the school committee or its designated representative or representatives. The only change effected by c. 633 was to require approval by a city council or town meeting if a school committee should "designate" an attorney as its representative. When serving as a member of a school committee which acts as its own representative in collective bargaining negotiations, however, an attorney is not acting under a "designation" but rather as part of the committee and thus under the statutory powers conferred on him by virtue of his office.

QUESTION 3 – Your third question asks, in effect, whether under c. 633, a school committee may, without local legislative authorization, "designate" one of its own members, who is also an attorney, as an unpaid representative to conduct collective bargaining negotiations. No specific facts have been supplied to indicate the terms or scope of the "designation" as "representative." In particular, there is nothing to indicate that the member-attorney would be acting in any capacity other than as a member of the school committee. But even without such additional facts, I find nothing in c. 633 which would in general prevent a school committee from detailing one of its members, who happens to be an attorney, to serve without compensation as the committee's collective bargaining "representative." Chapter 633 is, in my judgment, directed rather at services that are not regarded as incident, whether inherent or by appointment, to membership on the committee. Uncompensated services of a member in conducting collective bargaining negotiations, for example, may be regarded as such an incident of membership. Without more particular facts as to what duties such a member might be delegated, however, I cannot offer a more specific answer.

QUESTION 4 – Your fourth question, which is predicated on a negative answer to question 1 or 2, does not, in view of my answers to those questions, require a reply.

QUESTION 5 – Your fifth question asks whether, absent local legislative approval, c. 633 prohibits a school committee from retaining "a consultant, who is an attorney, to advise and assist its designated representative" in collective bargaining negotiations. No particular facts have been furnished which would indicate the context in which the proposed consultant services would be rendered. As a general proposition, however, I do not regard such services as coming within the scope of c. 633. Yet if in a given situation, the attorney-consultant were in fact "assisting" the designated representative in such a manner as to be actually a responsible sub-representative or co-representative, then his employment could be subject to the statute. Each case would be governed by its own particular facts.

QUESTION 6 – Your sixth question asks whether (if c. 633 does not prohibit the employment of an attorney-consultant) the compensation to be paid to him is "an expenditure for the support of the public schools to which General Laws Chapter 71, Section 34 applies?"[1] Expenditures which come within S 34 are those which are "necessary for the support of public schools." *Ring v. Woburn,* 311 Mass. 679, 695; *Day v. Newton,* 342 Mass. 568, 569-570. "Within a wide limit 'necessary' means reasonably deemed by the (school) committee to bear a relation to its statutory mandate." *Day v. Newton,* at p. 570. Such a determination is essentially a question of fact which may vary from case to case. So far as it is appropriate for me to express a general view, I am of the opinion that a school committee might reasonably conclude that a particular consultant's services are necessary to enable it to carry out its collective bargaining responsibilities. See *William W. Drummey, Inc. v. City of Cambridge,* 282 Mass. 170, involving, under other statutory provisions, the appointment of a paid consultant to advise a school committee on repairs to school buildings to comply with local safety regulations.

QUESTION 7 – Your seventh question asks in effect whether local legislative authorization of the designation of an attorney under c. 633 must specify a particular attorney, the period of his employment and the scope of his duties. Without a given vote before me, I can again answer only in general terms. The statute does not make particular reference to the aspects to which you refer. I accordingly conclude that the matter lies within the discretion of the city council or town meeting, each of which may in authorizing a school committee to designate an attorney, impose such limitations as it considers appropriate.

QUESTION 8 – Your eighth question asks whether a school committee's designation of an attorney under c. 633 is "an expenditure for the support of the public schools to which General Laws Chapter 71, Section 34 applies?" As in my answer to your sixth question, I am of the opinion that, depending on particular circumstances, such an expenditure could be reasonably determined by a school committee to be "necessary" under Section 34. I would suppose, moreover, that since a town meeting or city council would, under c. 633, have already approved the committee's designation of the attorney, there would be adequate support for the committee's determination.

Very truly yours,
/s/ Elliot L. Richardson
Elliot L. Richardson
Attorney General

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[1] General Laws c. 71 S34 provides in pertinent part: "Every city and town shall annually provide an amount of money sufficient for the support of the public schools . . . ."

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to make part of the minutes the following reports relative to new school construction as submitted by the Department of Education:

Plans Filed	School	Estimated Cost	Est. Rate	Estimated Grant
8/9/68 and 12/12/68	Cambridge-Houghton Elementary (Martin L. King, Jr.)	$4,962,000	$65.	$3,225,300.

12/12/68	Cambridge-Putnam-Thorndike Elementary (Robert F. Kennedy)	$4,312;000	40.	$1,724,800.
11/6/68	Cambridge-Russell-Haggerty Elementary (John M. Tobin)	$5,100,000	40.	$2,040,000.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to refer to the Committee on Athletics a report submitted by Mr. Kozlowsky, Director of Physical Education relative to physical education requirements, expanded intramurals and duties of proposed assistant directors.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to lay on the table a motion presented by Mr. Wylie at the meeting of January 21, 1969 that the Superintendent request all members of the High and Latin and Rindge Technical School teaching staff and administrative staffs to advise the Headmasters from time to time of the names of students they consider potential dropouts; that on a weekly basis the Headmasters advise the Assistant Superintendent for secondary schools (or when there is a vacancy in that office, the Deputy Superintendent) of such names of actual dropouts and potential dropouts; and that the Assistant Superintendent promptly forward such names to the Riverside Center of the Cambridge Economic Opportunity Committee.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to adopt (on roll-call vote) the Superintendent's recommendation, presented at the meeting of January 21, 1969, that the persons listed below be appointed teachers at the salary, assignment and effective date indicated: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

High & Latin	Robert G. LaMontagne	Teacher-Physics	$7200.	1/9/69
Elementary French	Marilyn A. Cliff	Teacher	6200.	1/1/69
Elementary French	Marjorie Hallisey	Teacher	6200.	1/1/69

Mr. Wylie moved, seconded by Mr. Duehay, to adopt the Superintendent's recommendation based on the evaluation of the Staff Board of Examiners, and a personal interview, that Richard S. Phelps be appointed Director of Language Arts. On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted on the following roll-call, that the Superintendent's recommendation be placed on the table: Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Yea"; Mr. Duehay and Mr. Wylie voting "Nay"; Mr. Solomons "Present".

Tabled Matters:

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to take from the table the Superintendent's report informing the committee that local norms are not available for the Stanford Achievement Tests and that every effort will be made to develop intra-school evaluation for the future. On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the report be accepted.

NEW BUSINESS

The Chairman ordered placed on the 'calendar' as required by the rules the following proposed amendment to the rules, presented by Mr. Clinton: "That Chap. VIII, Sec. 19, entitled "Requirements for Major Positions" as appearing on Page 34 of the Rules of the School Committee, be amended by adding the following sentence: 'Examinations for promotion and appointment to Major Positions shall be open to members of the faculty of the Cambridge Public Schools only'."

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that because of the extremely dangerous situation which exists at the intersection of River Street and Kinnaird Street, that the City Manager be requested to instruct the Traffic Director to have a pedestrian crossing light installed at the intersection of River and Kinnaird Streets.

Vice-Chairman Fitzgerald in the chair.

On motion by Mayor Sullivan, seconded by Mr. Good, it was voted that the School Committee record with deep sorrow the death of William P. Elbrey who retired as a teacher in the Cambridge School System after (in 1967) after having served for forty-one years; and, further, that the School Committee express to Mrs. Elbrey their sincere condolences.

On motion by Mayor Sullivan, seconded by Mr. Clinton, it was voted that the School Committee record with deep sorrow the death on January 21, 1969 of Rev. William J. Pero, curate at St. Mary of the Annunciation Church. Father Pero worked diligently with the youth of St. Mary's Parish and his death was a severe blow to his associates; and, further, that a copy of this resolution be sent to Father Pero's family.

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the Superintendent investigate the portable buildings housing the Houghton School students and arrange for corrective action relative to a number of very weak sections of flooring which are covered by carpeting and also the heating system in said building.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the Superintendent make every effort to have the list of teacher applicants that will be recommended for appointment to the Cambridge School System, be ready for recommendation at the first regular meeting in May, 1969.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the Cambridge School Committee extend its sincere congratulations to Rita Ritterbush of the Art Department for her interesting and stimulating show currently in the window of the Home Savings Bank.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to convene in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that Susan Bookstein, teacher at the Russell School, be granted leave of absence without stipend from March 3 to March 10, 1969. Mr. Fitzgerald is recorded as voting "Nay".

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Bernard Duffy, Guidance Counselor at High & Latin School, be authorized to represent the Cambridge School Department as a participant in the Educator Visit Program to be held at the U. S. Military Academy from February 18 to February 21, 1969 and that any expenses incurred by Mr. Duffy by reason of his attendance at this program be compensated by the Cambridge School Department.

The Board of Examiners appointed to conduct the examination for the position of Assistant Director of Audiovisual Education, presented their report and established the following list of applicants for this position:

No. 1 – Paul Dawson
No. 2 – Carlton C. Cramb
No. 3 – Frank A. Sestito
No. 4 – Daniel J. Kelly, Jr.
No. 5 – Theodore S. Wayne
No. 6 – William J. Coughlin
No. 7 – John J. Crimlisk
No. 8 – Lawrence W. Gibson

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that Paul F. Dawson, being the first name on the examined list, be appointed Assistant Director of Audio Visual Education at a salary of $11,440.00 per year, effective February 4, 1969.

The Board of Examiners appointed to conduct the examination for Elementary Master presented their report and the following list was established for the position of Elementary Master as recommended by the Superintendent:

1. John G. Caulfield
2. John G. O'Keefe
3. Katherine C. Barron
4. David P. Bramhall
5. Richard T. Kelley
6. George W. Sullivan
7. Helen R. Brownrigg
8. Marie Mahoney
9. Michael B. DePasquale
10. Thomas W. Mullaney
11. Glen B. Peck, Jr.
12. William J. Joyce
13. Michael J. Berrigan
14. Warren G. Ferzoco
15. Daniel P. Foley

Mr. Good moved, seconded by Mr. Clinton, that the School Committee, at the request of the Cambridge School Custodians Union Council No. 41, Local 1611, consent to reopen the Agreement between the Cambridge School Committee and AFSCME State Council No. 41, Local 1611 for the purpose of discussing Article XVI of said contract. On the following roll-call the motion failed of adoption: Mr. Clinton, Mr. Good and Mayor Sullivan voting "Yea;" Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mr. Wylie voting "Nay."

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to ratify and affirm all votes taken in executive session.

It was voted to adjourn;

ADJOURNED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

SPECIAL MEETING: Saturday, February 8, 1969

Called by order of Hon. Mayor Walter J. Sullivan acting in accordance with Chap. 1 Sec. 3 of the Rules of the School Committee for the purpose of considering and acting on the 1969 School Department budget.

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

City Manager James Sullivan and Asst. City Manager John Corcoran attended the meeting and discussed the various items in the budget with the Committee.

On motion by Mr. Good seconded by Mr. Wylie it was voted on the following roll call that Schedules B through G as hereinafter listed in the complete budget be adopted. Roll call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting Yes.

There being no objection, Mr. Wylie made the following statement: "Regarding the two positions of Assistant Director of Physical Education the Superintendent, in taking applications for these two positions, requests each applicant to provide a written proposal for improving the physical education program in the Cambridge School Department together with the intramural program; and that the Superintendent discuss these written proposals with each applicant to insure that each applicant has provided a full and meaningful proposal showing what he would work for if he were appointed to the position and that the proposal of any applicant recommended by the Superintendent for appointment be submitted to the School Committee along with the recommendation."

On motion by Mr. Good seconded by Mr. Wylie, it was voted that a sum of $8200.00 be included in the 1969 budget for the purpose of securing additional Guidance personnel.

On motion by Mr. Solomons seconded by Mr. Wylie it was voted that except for employees whose annual salaries have been fixed by act of the School Committee, a sum of $23,000.00 be included in the 1969 budget of the School Department for the purpose of (1) Provide an increase, effective September 1, 1969, of 5% over and above the 5% increase for the employees covered by the contract between the Custodian's Union and the School Committee and (2) To provide, subject to later action by the School Committee, an increase of 10% effective September 1, 1969 for those Civil Service employees whose salaries are not part of the aforementioned contract.

On motion by Mr. Wylie seconded by Mr. Solomons it was voted that a sum of $100,000.00 be appropriated in Schedule F30 for the purpose of research, development, evaluation, curriculum development and curriculum revision provided that 50 per cent of said sum shall be allocated for establishing an eleven month year for selected personnel to serve on a valuation basis.

On motion by Mr. Clinton seconded by Mr. Wylie it was voted that a sum of $400,000.00 be deducted from Schedule A-1 anticipated outages with the understanding that in the event that a shortage should occur in the total expenditure for this schedule that the City Manager will provide sufficient sum to cover any contingency by reason of this deduction.

On motion by Mr. Clinton seconded by Mr. Wylie it was voted that the balance now standing in the Revolving Accounts PL-864 and PL-874 in a total sum of $29,583.10 be deducted from the total of the budget.

On motion by Mr. Solomons and seconded by Mr. Clinton it was voted that Schedules A-1 and A-2 as hereinafter listed in the complete budget be approved.

On motion by Mr. Solomons seconded by Mr. Good it was voted on the following roll call that the budget of the School Department in the total sum of $9,596,247.99 as set forth in detail below be and the same hereby is adopted. Roll call: Mr. Clinton, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "YEA". Mr. Duehay, Mr. Fitzgerald (absent).

BUDGET 1969

Schedule
A-1 Permanent Employees

Teachers Salaries	$6,238,060.00	
Administration	261,471.86	
Custodians, Janitresses, etc.	488,361.94	
School Cafeteria	204,278.96	
		$8,168,946.11
Less Outages $400,000 & Balances PL 864 & PL 874 $29,583.10	429,583.10	
TOTAL A-1 PERMANENT EMPLOYEES		$7,739,363.01

Schedule
A-2 Temporary Employees

Athletics	58,353.00	
Substitutes	300,000.00	
Evening Schools	55,440.00	
Summer Schools	18,000.00	
Janitor Service	5,000.00	
Faculty Advisors	5,680.00	
TOTAL A-2 TEMPORARY EMPLOYEES		442,473.00

Schedule B – Service Other Than Personal

1.	Printing and binding	13,000.00	
2.	Postage	4,000.00	
3.	Advertising and Posting	1,300.00	
4.	Transportation of Persons	6,000.00	
5.	Cartage and freight	17,500.00	
8.	Light and power	110,000.00	
10.	Rent, taxes, water	3,700.00	
11.	Insurance	2,000.00	
13.	Communication	18,000.00	
14.	Motor Vehicle and care	350.00	
18.	Cleaning and laundry	8,000.00	
22.	Medical	6,200.00	
31.	Extermination of insects	1,500.00	
35.	Fees	35.00	
39.	Services not otherwise coded	32,000.00	
42.	Graduations	2,000.00	
44.	Travel Outside State	18,000.00	
	TOTAL SCHEDULE B SERVICES OTHER THAN PERSONAL		244,185.00

Schedule D – Supplies

1.	Office	1,500.00	
3.	Fuel	90,000.00	
5.	Medical, surgical, laboratory	750.00	
8.	Laundry, Cleaning	7,700.00	
9.	Educational & recreational	65,000.00	
11.	Motor vehicle, gasoline, oil	700.00	
13.	Chemicals	700.00	
16.	Supplies not otherwise coded	19,200.00	
17.	Motor Vehicle Parts	300.00	
18.	Textbooks	115,000.00	
19.	Library books & supplies	35,000.00	
	TOTAL SCHEDULE D SUPPLIES		$335,850.00

Schedule F – Special Items

1.	Teachers Examinations	5,000.00	
2.	Tuition to other cities	6,500.00	
3.	School Committee expenses	7,000.00	
4.	Transportation of pupils	90,000.00	
7.	Non-Contributory Pensions	190,000.00	
8.	Retirement contributions	176.98	
9.	High & Latin Business Dept.	11,000.00	
12.	Staff Council & Prof. Library	1,000.00	
13.	Labor & Materials – Buildings	160,000.00	
14.	Audio-Visual	15,000.00	
15.	Special Athletic Fund	37,000.00	
16.	Music Department	15,000.00	
17.	Psychiatric Consultant	3,500.00	
18.	School TV Fees	5,700.00	
19.	Art Department	24,000.00	
27.	Needs	15,000.00	
29.	School Volunteer Program	2,500.00	
30.	Supt. Research & Development	100,000.00	
	TOTAL SCHEDULE F SPECIAL ITEMS		$688,376.98

Schedule G – Equipment

3.	Electrical	7,000.00	
7.	Furniture & fittings	50,000.00	
8.	Educational & recreational	13,000.00	
9.	Office	1,500.00	
10.	Science Equipment	4,500.00	
11.	Equipment for Rindge	20,000.00	
12.	Satellite Lunch Program	50,000.00	
	TOTAL SCHEDULE G EQUIPMENT		146,000.00
	TOTAL BUDGET 1969		$9,596,247.99

On motion by Mr. Solomons seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of moving reconsideration. On motion by Mr. Solomons seconded by Mr. Clinton a motion to reconsider the vote adopting the budget, failed of adoption.

On motion by Mr. Clinton seconded by Mr. Wylie, it was voted to adjourn.

ADJOURNED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING: Tuesday, February 18, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

Because of the large number of citizens attending the meeting it was unanimously voted to convene the meeting in the Edw. W. Quinn Auditorium so that all present would be able to attend the meeting. The chairman then called the meeting to order with the following statement:

> "As Mayor of this city and as Chairman of the School Committee, I am very pleased to see such a large group here this evening. The issues that we discuss here in this committee affect the future education of the youth of this city. The School Committee welcomes you and you will be given every opportunity to present your views on the issues before us. The members of this School Committee have spent many long hours discussing in detail the problems that affect our school system. It is heartening to know that so many citizens are concerned with a desire to provide a quality education to the public school children of our city. I want to commend each and every one of you here for your expression of interest."

It was then unanimously voted to suspend the regular Order of business for the purpose of referring to 'Unfinished Business.'

Question came on a proposed amendment to the rules, presented by Mr. Clinton at the meeting of February 4, 1969 "That Chap. VIII, Sec. 19, entitled 'Requirements for Major Positions' as appearing on Page 34 of the Rules of the School Committee, be amended by adding the following sentence: 'Examinations for promotion and appointment to Major Positions shall be open to members of the faculty of the Cambridge Public Schools only'." Mr. Clinton presented a petition signed by approximately 750 citizens favoring the proposed rule change. A communication was presented from the Alliance of Cambridge Settlement Houses opposing the rule change. The secretary presented a petition received from 61 teachers at the High & Latin School asking that the proposed change in rules be modified to the extent that all other qualifications being equal, or approximately equal, that "some preference" should be given to applicants from the Cambridge School System.

The following citizens appeared and urged the committee to support Mr. Clinton's proposed amendment to the rules:

Peter Nelligan
George F. Olesen, Jr.
Mrs. Jane Richards
Mrs. Geo. F. Olesen, Jr.

The following citizens appeared in opposition to the proposed rule change:

Althea Merchant
Mrs. Phylis Mahoney
Mrs. Mary Farren
Mrs. Lorraine Butler
Dr. Charles Goolsby
James Washington
Jackie Mitchell
Reevin Spiller

Arthur Malenfant	Prof. Thomas H. D. Mahoney
Lorraine Williams	Francis Hayes
Mary G. Baker	Dona O'Neill
John Moot	

A motion for the previous question, by Mr. Duehay, seconded by Mr. Fitzgerald, prevailed on the following roll-call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Sullivan voting "Yea"; Mr. Wylie voting "Nay".

On the following roll-call Mr. Clinton's proposed amendment to the rules by adding the sentence "Examinations for promotion and appointment to major positions shall be open to members of the faculty of the Cambridge public schools only" failed of adoption: Mr. Clinton voting "Yea"; Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Nay".

The rules having been suspended it was voted on motion by Mr. Good, seconded by Mr. Duehay, to take from the table the Superintendent's recommendation, presented at the meeting of January 21, 1969, "Based on the evaluation of the Staff Board of Examiners and a personal interview, that Richard S. Phelps be appointed Director of Language Arts." On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". Under suspension of rules, a motion by Mr. Fitzgerald, seconded by Mr. Clinton, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The committee reconvened in the School Committee offices and resumed the regular order of business.

Question came on approval of the minutes of previous meetings. It was unanimously agreed to correct the minutes of the meeting of February 4, 1969, first page in a motion by Mr. Wylie relative to the baseball diamond on the Tobin School Park Recreational Facilities, by changing the word 'field' to 'city' so that the sentence will read "the proposed baseball diamond be located in another section of the *city* if possible" and further on a motion by appearing under 'new business' relative to appointments to major positions should indicate the name of the author of the motion "Mr. Clinton". On motion by Mr. Good, seconded by Mr. Clinton, it was then voted to approve the minutes of the meeting of February 4, 1969, as corrected and that the minutes of the special meeting of February 8, 1969, be placed on the 'calendar'.

There being no objection the chairman ordered placed on file a communication from the family of the late Thomas M. McNamara, City Clerk, thanking the committee for their kind expressions of sympathy at the time of his death.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Commissioner of Education; and further that the communication be acknowledged:

TO: Chairmen of School Committees
FROM: Neil Sullivan, Commissioner of Education

Greetings from the Commissioner's office. I haven't had the privilege of meeting you but I am anxious to say hello and to tell you how anxious I am to get together with you and your associates as we search for excellence in public education. I have been privileged over the years to work with many of your local school administrators and your teachers and have come to appreciate and respect the outstanding work they have done in the public schools of this State. I want to get to know them even better and I want to join you and them in an all-out team effort to make our schools rewarding and challenging to the children who attend them daily.

I am thankful for many things as a citizen in this great country of ours and I am cognizant that our country's greatness is directly related to the quality of our public schools and the quality of public education. If our schools are good, and I think that most of them are, we can thank the dedicated men and women who served in them and those of you who serve so unselfishly on School Committees from our smallest hamlets to our largest cities. School Committee members, by and large, are the unsung heroes in American public education. I salute you for the work you are doing in behalf of the young people attending our public schools here in the Commonwealth of Massachusetts.

Finally, I want to help you as we attempt to once again make the schools in this State "worthy of imitation." I stand ready with every one of my colleagues in the State Department to assist you in every way that is humanly possible.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from Mass. State Council AFSCME relative to discussing the work schedules of custodians, and refer the matter to a sub-committee of the whole for consideration and action:

> Cambridge School Committee
> Cambridge, Mass.
>
> February 4, 1969
>
> Gentlemen:
>
> On December 17, 1968, a bulletin was issued from the office of the Superintendent of Schools signed by the Deputy Superintendent, David E. Hockman, relative to the establishing of work schedules of custodians and janitresses. This bulletin was sent to all custodians and janitresses and alleges to be provided for under Article VII of the contract between the Cambridge School Committee and the Union.
>
> It is the Union's contention that this is in violation of Article VII, Article XVIII, Sec. 2 and 3 and Article XXI, Section 4 of the contract.
>
> Therefore, I request that a meeting of both parties be held to discuss the work schedules involved as soon as possible.
>
> Sincerely yours,
>
> /s/ Howard V. Doyle, President
> Mass. State Council AFSCME

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY HARPER & ROW PUBLISHERS, INC.

Junior High School Science Program
U.I.S.C.M. Mathematics Program
Harper & Row Basic Reading Program

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the City Manager relative to capital improvements program and that same be approved:

February 7, 1969

Mr. Edward A. Conley
Superintendent
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts 02139

Dear Mr. Conley:

In order to complete our 1969 Capital Budget and Capital Improvements Program for 1969-1974, which is going to press in the middle of next week, we have had to make some assumptions about the School Department's Capital Improvements.

An order adopted June 15, 1965 seems to provide the basis of the School Department's program of capital expenditures. Enclosed are copies of the material which we have drafted and which we propose to include in the Capital Improvements Program. Please look it over and see that it is accurate and represents the School Department's position fairly. If you feel changes in this material need to be made, please let me know promptly because we will be going to print in the middle of next week.

Very truly yours,

/s/ James L. Sullivan
City Manager

JLS/eb

SCHOOLS

At the time the 1969 Annual Budget and Capital Improvements Program went into printing, information was not available as to the schedule of capital improvements for the School Department.

Therefore, it is assumed that the order passed by the School Committee at its meeting of June 15, 1965 constitutes the schedule of priorities for major capital expenditures. The order of the School Committee is as follows:

> "ORDERED: The School Committee, having taken into account the recommendations of the School Building Advisory Committee, a copy of which is enclosed herewith, hereby transmits its capital building program for the next five years as requested by the City Council, to the City Manager, the City Council and the Planning Board. The School Committee feels this plan reflects the minimum school construction needs over the next five years to relieve and anticipate overcrowding and to provide all the school children of Cambridge with the facilities necessary for a modern educational program. The School Committee respectfully requests prompt implementation of this program. The plan does not include the replacement of the Fletcher School, a decision which this committee feels has every high priority but which must await a final decision on the planning of the Inner Belt."

The sequence of construction, with one change, is assumed to be the same with the dates adjusted to a base point of 1969. The one exception is to move the proposed eight-room addition at M. E. Fitzgerald from seventh in priority on the 1965 list to the highest priority after the construction of the Kennedy, King and Tobin Schools. This change in priority reflects the action of the School Committee on January 7, 1969 in which it voted:

> "ORDERED: That a report received from the Superintendent relative to the need of an addition to the M. E. Fitzgerald School Annex: attached hereto and made part of this Order, be accepted and the School Committee herewith authorizes the erection of eight additional rooms to the present M. E. Fitzgerald School; and further, that a copy of the aforesaid report be forwarded to the City Manager with a request that he appoint an architect and provide the necessary funds to get this project underway but that the rest of the long range building program submitted to the City Council and the City Manager shall remain in effect."

The costs for construction are assumed to be those indicated in the Planning Board's report "A Public Improvements Program for Cambridge of January 1967."

Project Name Addition to M. E. Fitzgerald School
Department Priority 1 Year of Departmental Request 1969
Year in CIP --

Schedule & Coordination: The City Manager has indicated to the School Committee that in the light of the various building projects that were taking place in the area that rather than embark immediately on an eight-room addition to the M. E. Fitzgerald School he had requested the Planning Director and the Planning Board to immediately undertake a study of school projects, enrollments, residential building programs, zoning potential and interrelations with parochial schools to determine what action the City should take with respect to school classrooms in this area.

Total Project Cost: An estimate of the cost of the addition was not included in the 1967 Planning Board report.

Type of Cost Estimate

Assumed Financing & Source of Funds

Project Name Replacement of Wing – CHLS
Department Priority No. 2, Year of Departmental Request 1970
Year in CIP 1971

Schedule & Coordination: It is requested that an architect be appointed in 1969 with the beginning of construction in 1971.

Total Project Cost	$2,600,000
Type of Cost Estimate	Guesstimate

Assumed Financing & Source of Funds Long-term borrowing authorized in 1970: a 20-year bond issue outside the debt limit of $2,600,000 at 4.50% is assumed. Greatest cost to the City: $247,000 in 1971 paid from the maturing debt account. Potential State reimbursement 40% of $2,600,000=$1,040,000 paid in 20 installments of $52,000 each.

Project Name Additions to Webster, Roberts and Longfellow Schools

Department Priority No. 3 Year of Departmental Request 1970
Year in CIP 1970

Schedule & Coordination: The appointment of an architect is requested for 1970 with construction to begin in 1971.

Total Project Cost	$1,200,000
Type of Cost Estimate	Guesstimate

Assumed Financing & Source of Funds Long-term borrowing authorized in 1970: a

20-year bond issue outside the debt limit of $1,200,000 at 4.50% is assumed. Greatest cost to the City: $114,000 in 1971 paid from the maturing debt (principal and interest) account. Potential State reimbursement of $480,000 paid in 20 installments of $24,000 each.

Project Name	New Agassiz School
Department Priority	4 Year of Department Request 1972
Year in CIP	1972

Schedule & Coordination: The appointment of an architect is requested in 1971 with construction to begin in 1972.

Total Project Cost	$2,600,000
Type of Cost Estimate	Guesstimate

Assumed Financing & Source of Funds Long-term borrowing authorized in 1972: a 20-year bond issue outside the debt limit of $2,600,000 at 4.50% is assumed. Greatest cost to the City: $247,000 in 1973 paid from the maturing debt (principal plus interest) account. Potential State reimbursement $1,040,000 in 20 installments of $52,000 each.

Project Name	Conversion of Lincoln School to Offices

Description: The refurbishing and alteration of the Lincoln School to provide general offices and storage for the School Department is proposed.

Department Priority	5 Year of Departmental Request 1974
Year in CIP	1974

Schedule & Coordination: It is requested that an architect be appointed in 1974 with remodeling to begin in 1975.

Total Project Cost	No estimate available
Type of Cost Estimate	

Assumed Financing & Source of Funds

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Joseph L. C. Santoro, Director of Art, be granted leave of absence without loss of stipend from March 31 through April 3, 1969 for the purpose of representing the Cambridge School Department at the Eastern Art Conference to be held in New York City.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Mrs. Rita Ritterbush, teacher in the Art Department assigned to High & Latin School, be granted leave of absence without loss of stipend on March 24 through March 25, 1969 for the purpose of representing the Cambridge School Department at the Conference of Art Educators to be held at the University of Massachusetts.

The Superintendent recommended that the School Committee establish an additional Assistant Headmaster for High & Latin School. This recommendation is based upon conversations with the Headmaster, Mr. Raymond G. D'Arcy, upon personal study and observation and upon the realization of student unrest in many urban secondary schools. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation to establish an additional Assistant Headmaster at High & Latin School.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the State Department of Education–School Building Assistance Bureau; and, further, that the Deputy Superintendent David Hockman be authorized to investigate and determine whether or not the proposed replacement of the wing at the High & Latin School will be eligible for a construction grant under the provisions of Chap. 754 of the Acts of 1968.

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF EDUCATION
SCHOOL BUILDING ASSISTANCE BUREAU
182 Tremont Street, Boston 02111

February 3, 1969

To: Superintendents of Schools

From: William B. Black, Administrator
School Building Assistance Bureau

Subject: Chapter 754 of the Acts of 1968
(Providing state construction grants for the reconstruction, remodeling, rehabilitation and modernization of public school buildings under certain circumstances)

In July of 1968, the Legislature amended Chapter 645 of the Acts of 1948 to permit the State, through the School Building Assistance Bureau, to participate financially in the rehabilitation of existing school buildings. In amending the statute, however, the Legislature made no provision for funds or personnel to implement the amendment. In February of 1969, the Department of Education will file with the Legislature a supplementary budget, the purpose of which will be to acquire funds to carry out the intent of the law. When such funds have been appropriated, Superintendents may initiate requests to the School Building Assistance Bureau for assistance in developing proposals consistent with the amended statute. For your information, and to serve as a guide in planning, a set of guidelines developed by the School Building Assistance Bureau is attached.

Under the provisions of the amendment, found in Chapter 754 of the Acts of 1968, construction grants may be made for "the reconstruction, remodeling, rehabilitation and modernization of any schoolhouse in lieu of which, proper utilization of the present educational facilities would require complete structure replacement . . . ." (See attached copy of Chap. 754)

This law has been interpreted to mean that the State may make construction grants to cities, towns, counties, and regional school districts when the proposed reconstruction, remodeling, rehabilitation, and modernization of a school building will change the building to accommodate a modern educational program. Stated in another way, a municipality may receive a state construction grant if an existing building can be redesigned in such a manner that it will accommodate substantially the same educational program as a new building.

In carrying out the new law, the School Building Assistance Bureau will use the same procedures as prevail in the case of new construction. These will consist of (1) conferences, submission of written educational specifications, architectural plans, and similar procedures (see attached pink Check List – SBAB-52), (2) determination as to whether the project is part of an educationally and financially sound long-range plan and is in the best interest of the city, town, county or regional school district (see attached Guidelines – SBAB-135), and (3) processing of construction grants, which will be computed at the same percentages that prevail for new construction.

In implementing the new law, certain precautionary measures must be taken. These are reflected in two recommendations made by the Willis-Harrington Commission, as follows:

"1. A state-wide building program should be developed to provide for the replacement of school facilities erected prior to 1900. Most buildings constructed between 1900-1920 should be given high priority for replacement.

2. Schools constructed between 1920 and 1950 should be modernized through renovation, remodeling, and supplementary additions to enable teachers to use modern teaching techniques."

It may be safely stated that building constructed before the twentieth century will not meet today's educational, fire, and safety standards without a large investment of tax funds. Furthermore, few, if any, buildings constructed between 1900 and 1920 will be worthy of being preserved.

Deferred maintenance, consisting primarily of redecoration, ordinary repairs, and other work which is generally provided for in the school committee's operating budget, will not be eligible for grants under Chapter 754.

CHAPTER 754 OF THE ACTS OF 1968

An Act relative to financial assistance for cities and towns in the reconstruction, remodeling, rehabilitation and modernization of schoolhouses.

Whereas, the deferred operation of this act would tend to defeat its purpose, which is to provide financial assistance forthwith for certain cities and towns for the reconstruction, remodeling, rehabilitation and modernization of certain schoolhouses, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public safety and convenience.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

The definition of "Approved school project" in section 5 of Chapter 645 of the acts of 1948 is hereby amended by adding the following sentence: – Approved school project shall also mean any project for the reconstruction, remodeling, rehabilitation and modernization of any schoolhouse in lieu of which, proper utilization of the present educational facilities would require complete structure replacement, the contract or contracts for which shall have been awarded on or after January first, nineteen hundred and sixty-eight, by any city, town or regional school building committee, which has been approved by the commission for the purposes of section seven through nine, inclusive, provided that the amount of money provided from the commonwealth for such reconstruction, remodeling, rehabilitation and modernization shall be limited to one third of the expenditure for new construction for the previous year.

July 25, 1968

Suggested Guidelines for Implementation Of Chapter 754 of the Acts of 1968

Children attending school in older buildings deserve educationally adequate and safe structures comparable to those facilities constructed during the last two decades under the School Building Assistance Program. In order to determine whether proposed reconstruction, remodeling, rehabilitation, and modernization of existing school facilities is in the best interests of the school district, it is essential that school building committees, school committees, and school administrators consider the following:

Long-range Planning
Educational Adequacy
Structural Soundness
Fire Safety
Site Adequacy
Healthful School Environment
Reasonableness of Expenditures

These seven topics, expanded below, will be discussed during a School Building Needs Conference (Item 1, SBAB-52), scheduled to review the proposed modernization of existing schools.

Long-Range Planning

Sound long-range planning must be comprehensive and should include an inventory of the existing school plant and an evaluation of future total community needs. Frequently a proposal to rehabilitate a building is a temporary, short-range expedient rather than a step in the direction of developing a sound long-range plan for meeting school building needs in the school district.

Educational Adequacy

Educational requirements for the Seventies are being stretched by technological innovations from business and industry, as well as by the demands of the people. Schools for the Seventies will need more special spaces for individualized instruction, remedial programs, summer programs, guidance and counseling, conferences, small group and large group instruction, a vast array of audio-visual equipment, as well as quality spaces for science, the humanities, languages, and physical education. Specific spaces in the school building must be functional and equipped to meet the educational objectives of current, and contemplated programs.

Educational specifications (Item 3, SBAB-52) and preliminary architectural drawings (Item 5, SBAB-52) should reflect the ideas expressed above and others which meet local educational needs.

Structural Soundness

An engineering report should indicate that the perpetuation of the building will provide a structurally safe environment for children during the planned period of use. Safety hazards should be eliminated.

Fire Safety

Wooden stairways and stair wells in multi-story buildings are obsolete and a potential hazard, as demonstrated by the tragic fire in Our Lady of the Angels School in Chicago. Oil-soaked floors are also hazardous and such dangers must be eliminated. Exiting must be equal to the standards of the current building codes in force for the Commonwealth. The Department of Public Safety has the responsibility of checking buildings for fire and other requirements established by the Board of Schoolhouse Structural Standards.

Site Adequacy

A modern site needs space for the building, future additions, safe motor vehicle and pedestrial traffic, off street parking facilities wherever necessary, outdoor physical education activities, and space for community recreational activities. Acquiring property adjacent to the school may be necessary to provide an adequate site.

Healthful School Environment

Inadequate and improperly located toilet facilities must be replaced with modern facilities. Impervious materials for floors and walls should be provided. Every school should have a health suite, including a rest area for ill children who can't be sent home immediately. Nutritious school lunches should be offered.

Reasonableness of Expenditures

Reasonable expenditures by the local community supplemented by the school construction grant under Chapter 645 must give the taxpayer an adequate return for his investment. Funds used to rehabilitate existing buildings must provide the same return in life expectancy as a similar amount invested in new construction. In cases where safety hazards and educational inadequacies cannot be eliminated, the investment is unwise, and should not be shared in by the Commonwealth. A seemingly sound investment may later be adversely affected by certain potential liabilities and high insurance costs, not immediately apparent. On the other hand, excessive costs may be justifiable when unusual community growth and limited bonding leeway exist.

The Superintendent recommended that the School Committee authorize participation in the Performing Arts for School Programs, set forth below. The Superintendent firmly believes that this is a wonderful and unique opportunity for some of our youngsters in grades 4, 5, 6. There will be no cost to the City of Cambridge. The Superintendent further recommended that the Harrington and Russell Schools be the home schools for the project. On motion by Mr. Wylie, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation:

Summary – Performing Arts For Schools

General Purpose: to demonstrate that the performing arts can be used in the educational process:

1) as a motivational force
2) as active teaching tools
3) to provide children with new and primarily non-verbal means of expression
4) to provide better understanding and communication among children from many different backgrounds

The program has been set up in several stages. The first stage is a pilot program which will be run this semester. The performing groups are:

Drama – Theatre Co., of Boston
Ballet – Boston Ballet Co.
Music – New England Conservatory of Music
Opera – Cambridge Opera Workshop

These four organizations have each provided a group of four to six performers; these groups are young, male and female, interracial and interested in working with children.

Part I – a maximum of 2400 fourth, fifth and sixth grade children from Concord, Cambridge and Boston will be exposed to 45 minute lecture-demonstration programs in all four of the performing arts. The programs are meant to provide exciting and stimulating introductions to the performing arts. They are not standard concerts or recitals. They do not talk the children into boredom and inattention. Each program deals with a maximum of 150 children, at least some of whom will be active participants, interacting with each other and the performers.

Part II – following the introductory program, a maximum of 960 children (drawn from the original 2400) will be offered after school "workshop sessions" which will be conducted by three performers from each artistic field. The children will be divided into "workshop units" of a maximum of 60; each unit will be a combination of children from Concord, Cambridge and Boston. These workshops will provide the children with a much more extensive investigation of the field of their choice. The object of these workshops is to combine groups of urban, suburban, black, white, privileged and underprivileged children – all working toward a common goal which is neither more nor less available to any of them: to investigate, isolate and communicate their own and others' feelings, thoughts, habits, neighborhoods, background through the medium of the performing arts.

SCHEDULING INFORMATION

I Lecture-Demonstration Programs – February 24th through March 21st

Lecture-demonstration programs by all four performing groups will go to each of four schools in Boston, tentatively designated as:

John F. Kennedy
Garfield
Bigelow
Sheraton-Kennedy

Performing arts groups are:

Drama – Theatre Company of Boston
Ballet – Boston Ballet Company
Music – New England Conservatory of Music
Opera – Cambridge Opera Workshop

Each of the four performing groups will do two consecutive* 45-minute programs per school, each program to involve a different group of 150 children in the fourth, fifth and sixth grades. This amounts to a total of 1200 Boston children – 300 in each school. I wish to make it clear that, should there be more than 300 children in the appropriate grades in any given school, we wish the *same* 300 children to be exposed to *all four* performing arts.

As I believe you know, the performing groups will also be doing programs in four additional schools – two in Concord and two in Cambridge, thereby exposing an additional 1200 children to the programs. I note this to clarify the fact that Boston children comprise one-half the total number of children involved in both the lecture-demonstration programs and the follow-up workshops, although your scheduling obviously involves only the Boston children.

Availability of performing groups:

The four week period from February 24th through March 21st.

Stipulations: (these restrictions apply *only* to the lecture-demonstration programs)

1. No single performing arts group can go to more than two schools per week.

	Necessary	Preferably
2. Drama –	no Mondays ever	
Ballet –	no restrictions	mornings
Music –	no mornings ever	
Opera –	no Monday mornings, no Wednesdays or Fridays	Tuesday & Thursday mornings

*As we discussed, the programs do not have to be exactly consecutive – as a matter of fact, a small break between them would be a boon to the performers. Conversely, a gap of 30-45 minutes presents no problem. What must be avoided is scheduling a group for, say, *one* 45-minute program in the morning and *one* 45-minute program in the afternoon.

II Workshops – March 31st through May 29th

Of the 1200 Boston children exposed to the lecture-demonstration programs, workshop activities will be offered to a maximum of 480 children, from the Bigelow and Sheraton-Kennedy schools only. An additional 480 children will be supplied by Concord and Cambridge, bringing the total number of children involved in working activities to 960.

There will be 16 workshops – four each in drama, ballet, music and opera.

Each workshop comprises 60 children, here called a "unit". Each unit consists of a combination of children as follows:

15 Concord
15 Cambridge
15 Sheraton-Kennedy
15 Bigelow

In order to keep things straight, I have arbitrarily numbered the units of children as follows: (see chart)

Drama – u.1, u.2, u.3, u.4
Ballet – u.5, u.6, u.7, u.8
Music – u.9, u.10, u.11, u.12
Opera – u.13, u.14, u.15, u.16

All workshops will take place in Cambridge. The performers will be available for one hour a day – 3:15 to 4:15 p.m. – Monday through Thursday over a period of eight weeks, not counting the April vacation week. Each child will accumulate a total of eight hours, or "sessions" in a given workshop, hopefully the one of his choice. We feel that more can be accomplished if the children in a given workshop have two "sessions" a week (on consecutive days) over a period of four weeks rather than one "session" a week over a period of eight weeks. (see chart).

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that having filed the proper forms required by the rules of the School Committee, Mrs. Carol A. (Nolan) Gill, teacher at the Roberts School, be granted maternity leave of absence effective, March 28, 1969 to September 1, 1970.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that the following personnel be approved as eligible for appointment to the After School Centers Program:

Reading Teachers:	Caruso, Marie A. Fitzgerald, Kathleen F. Cliff, Marilyn A. Kelleher, Mary P. Kelly, Lawrence A. Maguire, Camille Sheehan, Eleanor R.
Mathematics Teacher:	Barnes, Susan E. Croke, William E. Martis, Anne Smith, Russell C.

Science Teacher:	Neal, Kenneth S.
Music Teachers:	McCarthy, Patricia B. Vaughan, Jane D.
Woodworking Teacher:	Boudreau, Paul A.
Clerk Typist:	Davis, Rina
Teachers Aide:	Fitzgerald, Mary A.

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll-call to accept the report of the Committee on Athletics as set forth below and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea":

Committee on Athletics
Tuesday, February 18, 1969

Present: Mr. Good, Chairman
Mr. Solomons
Mr. Wylie

It was voted to recommend acceptance of the resignation of Bernard T. Duffy, as assistant coach of baseball at High & Latin School.

The Director of Athletics reported that he has had posted on all bulletin boards in all schools a notice that vacancies exist in the positions of assistant baseball coach at High & Latin, tennis coach at High & Latin and tennis coach at Rindge Technical School.

It was voted to recommend concurrence with a recommendation presented by the Director of Athletics that permission be granted for the High & Latin School Swimming Team to enter the New England Swimming Championship at Durham, New Hampshire on March 8, 1969 and that a sum of $250.00 be appropriated in the Athletic Fund to cover expenses necessary to participation.

Respectfully presented,

/s/ JOHN A. P. GOOD
Chairman

There being no objection the chairman ordered placed on the 'calendar' a motion by Mr. Duehay, seconded by Mr. Fitzgerald that the attached schedule of work-hours for custodians and janitresses be approved and the Superintendent be instructed to implement this program as soon as administratively feasible.

One man schools i.e. Agassiz, Fletcher, Haggerty, Lincoln, Putnam and Lowell Street School (formerly Girls' Vocational).

	6:30 A.M. – 11:30 A.M.	12:30 P.M. – 3:30 P.M.

Two man schools i.e. Houghton, Russell, Thorndike and Webster

1st shift	6:30 A.M. – 11:30 A.M.	12:30 P.M. – 3:30 P.M.
2nd shift	2:00 P.M. – 5:00 P.M.	6:00 P.M. – 11:00 P.M.

Three man schools i.e. Longfellow, Morse, Peabody, Roberts, Fitzgerald and Harrington.

1st shift	6:30 A.M. – 11:30 A.M.	12:30 A.M. – 3:30 P.M.
2nd shift	9:00 A.M. – 1:00 P.M.	2:00 P.M. – 6:00 P.M.
3rd shift	2:00 P.M. – 5:00 P.M.	6:00 P.M. – 11:00 P.M.

At the High Schools including the War Memorial and excepting the boiler room at High and Latin:

1st shift	6:30 A.M. – 11:30 A.M.	12:30 P.M. – 3:30 P.M.
2nd shift	9:00 A.M. – 1:00 P.M.	2:00 P.M. – 6:00 P.M.
3rd shift	2:00 P.M. – 5:00 P.M.	6:00 P.M. – 11:00 P.M.

Hours for the Boiler Room:

Monday through Thursday

1st shift	6:00 A.M. – 2:00 P.M.
2nd shift	2:00 P.M. – 10:00 P.M.
3rd shift	10:00 P.M. – 6:00 A.M.

Friday and Saturday

1st shift	6:00 A.M. – 2:00 P.M.
2nd shift	2:00 P.M. – 10:00 P.M.

House of matrons will be from 8:00 A.M. to 3:00 P.M.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of February 4, 1969 that Paul F. Dawson, being the first name on the examined list, be appointed Assistant Director of Audio Visual Education at a salary of $11,440.00 per year, effective February 4, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

NEW BUSINESS

On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call that sufficient funds having been provided in the 1969 School Department Budget, that except for employees whose salaries have been fixed by action of the School Committee, that those civil service employees whose salaries are not part of the contract between the Custodians' Union and the School Committee, shall be granted a 10% increase in salary effective September 1, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in executive session.

Question came on filling the additional position of Assistant Headmaster at the High and Latin School established earlier in this meeting. The chairman ordered placed on the 'calendar' the Superintendent's recommendation that William J. Joyce, being the first name on the examined list, be appointed Assistant Headmaster at the High & Latin School, at a salary of $13,520.00 effective February 24, 1969. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that Mr. Joyce be appointed Assistant Headmaster at the High & Latin School at a salary of $13,520.00 per year effective February 24, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having again been suspended a motion by Mr. Fitzgerald, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to reconvene in regular session.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

REGULAR MEETING Tuesday, March 4, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Vice-Chairman Fitzgerald in the chair during the temporary absence of the Mayor.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the minutes of the regular meeting held on February 18, 1969 be approved as presented.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to make part of the records the following communication from Education Collaborative for Greater Boston and to accept with pleasure their kind invitation to attend the dinner meeting at the Harvard Faculty Club on March 20, 1969.

EDUCATION COLLABORATIVE FOR GREATER BOSTON

February 25, 1969

Honorable Walter J. Sullivan
Chairman, Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts 02138

Dear Mr. Sullivan:

The Education Collaborative for Greater Boston (EdCo) cordially invites the Cambridge School Committee to attend a dinner at the Harvard Faculty Club, March 20, 1969. The plans and progress that have been made since the launching of EdCo this past September will be discussed.

EdCo, a Title III funded project, consisting of Arlington, Boston, Brookline, Cambridge, Concord, Lexington and Newton represents an urban-suburban collaborative effort designed to attack urban educational problems through a comprehensive approach. It is EdCo's belief that collaborative programs in the areas of curriculum development, training and retraining of staff and exchanges of people and ideas, can bring about positive change and alleviation, if not total solution, some of the complex issues being confronted in greater Boston.

The seven superintendents representing participating school systems have been meeting as an executive committee and have recommended for school committee approval a number of key projects which serve the needs of each district, and which can be more effectively undertaken as a joint effort.

There will be a social hour from 6 - 7 p.m. with dinner being served at 7

We look forward to meeting you March 20. To facilitate our planning, would you please let us know whether or not you plan to come.

Sincerely,

Robert W. Peebles

RP/mf
cc:Mr. Edward A. Conley

SUPERINTENDENT OF SCHOOLS

(Reports and Recommendations)

The Superintendent presented a communication from Mass. Society of the Cincinnati and extended his sincere congratulations to Deputy Superintendent David Hockman, Director of Social Studies, Mrs. Elizabeth Boyce and Headmaster's Assistant (Social Studies) Edward J. Brady for their alertness and dilligence in preparing this project and making the award available to the City of Cambridge. On motion by Mr. Clinton, seconded by Mr. Good, it was voted to make the communication part of the minutes:

Massachusetts Society of the Cincinnati

Edward A. Conley
Supt. of Schools
Cambridge, Mass.

February 24, 1969

Dear Mr. Conley:

I am happy to inform you that this Society has voted to grant to the City of Cambridge School Department the sum of $5,000.00 for any and all of the purposes set forth in your letter of application dated January 9, 1969. I am aware that you asked for $10,000.00, but the Society has not as much money to give this year as it has in previous years and, though it throughly approves of your project, it did not see its way clear to giving you more than half of what you asked.

If you will tell me how the check is to be made out, I shall ask the Treasurer of the Society to send it to you. He is now in Florida, but you will get the money eventually.

At the end of the school year 1969 - 70 will you please send me a letter stating briefly how you have spent the money and what you think it has accomplished.

Yours sincerely,

/s/ George G. Homans

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation that the Harvard Trust Company be authorized to continue the survey covering the purchasing, accounts payable, payroll appropriations, buying and other miscellaneous functions of the Business Office, as contained in a communication dated February 24, 1969; and further, that the Harvard Trust Company make a definite report and recommendation to the School Committee in June, 1969.

Mayor Sullivan in the chair.

On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted to make part of the minutes the following report from the City Manager's Office:

> Mr. John Corcoran, Assistant City Manager, notified this office orally today, February 28, 1969, that because of the weather problem the closing dates for bids for the three new schools have been delayed to the following:
>
> | | |
> |---|---|
> | Sub-bidders | March 19, 1969 |
> | General Contractors | March 26, 1969 |
>
> Respectfully submitted,
>
> /s/ Edward A. Conley
> Superintendent of Schools

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to make part of the minutes the following notice from the State Emergency Finance Board:

> At a meeting of the Emergency Finance Board of the Commonwealth held on the 26th day of February, 1969, a majority of said board being present, the following vote was passed:
>
> VOTED: To approve the borrowing by the City of Cambridge of the sum of $15,800.00 under the authority of and in accordance with Chap. 645 of the Acts of 1948, as amended, for the purpose of Constructing, Originally Equipping and Furnishing three elementary schools; said City having received approval from the Department of Education (School Building Assistance Bureau) of estimated construction costs and grants as follows:

School	Estimated Cost	Estimated Grant
Putnam-Thorndike Elementary (Robert F. Kennedy)	$4,312,000.00	$1,724,800.00
Houghton Elementary (Martin L. King, Jr.)	$4,962,000.00	$3,225,300.00
Russell-Haggerty Elementary (John M. Tobin)	$5,100,000.00	$2,040,000.00

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve as presented the minutes of the Special Meeting of February 7, 1969.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the text books recommended by the Superintendent at the meeting of February 18, 1969.

Question came on a motion by Mr. Duehay, seconded by Mr. Fitzgerald, and presented at the meeting of February 18, 1969 "That the schedule of work-hours for custodians and janitresses, as presented by the Deputy Superintendent, be approved and the Superintendent be instructed to implement this program as soon as administratively feasible". It was then voted to adopt a motion by Mr. Duehay, seconded by Mr. Fitzgerald, that the schedule of work hours for custodians and janitresses as prepared by the Deputy Superintendent of Schools, said schedule being the subject matter of a motion for implementation as set forth above, together with correspondence from the Massachusetts State Council, AFSCME, concerning the same matter be referred to the City Solicitor for an opinion as to the legality of adopting this schedule under the provisions of the General Laws and an AGREEMENT between the School Committee and the School Custodians' Union.

NEW BUSINESS

Mr. Good moved, seconded by Mr. Fitzgerald, that when the Superintendent of Schools has completed his screening of applicants for the three positions of Assistant Superintendent of Schools, he shall immediately prepare and submit to the School Committee a list of the first three applicants he considers most competent to fill the position of Assistant Superintendent of Schools for Secondary Schools; a list of the first three applicants he considers most competent to fill the position of Assistant Superintendent of Schools for Elementary Schools; a list of the first three applicants he considers most competent to fill the position of Assistant Superintendent having been approved by the School Committee. On motion by Mr. Good, seconded by Mr. Fitzgerald it was voted that this motion be referred to Executive Session.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted that the Cambridge School Committee extend to the Coach and members of the High & Latin Swimming Team their sincere congratulations for having won the Eastern Mass. Swimming Championship.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the Cambridge School Committee extend to Michael Lange members of the High & Latin School Hockey Team, their sincere congratulations for his achievements in being selected as a member of the All-Star First Team of the GBI Hockey League; and also to William Kelley, goallie for High & Latin School Hockey team for his achievement in being selected for the All-Star Second Team of the GBI Hockey League.

Mr. Fitzgerald in the chair.

On motion by Mayor Sullivan, seconded by Mr. Good, it was voted that the Superintendent of Schools be authorized to petition the State Board of Education to waive the 180 School Day requirement, because of the emergency created by recent severe storms.

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the School Committee request the City Manager to instruct the Chief of Police to enforce the law requiring home owners and business establishments to keep the sidewalks in front of their property clear of snow and ice.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the Superintendent be requested to establish an approximative mark, based on a five-year-experience high average score of teachers appointed to the Cambridge School System; and, further, that the Superintendent be authorized to offer forthwith a teacher contract to any candidate attaining or bettering this approximative mark and, in accordance with the rules of the School Committee, said contract shall be recommended to the School Committee for affirmation at the next succeeding meeting.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to convene in executive session.

Vice-Chairman Fitzgerald in the chair.

On motion by Mayor Sullivan, seconded by Mr. Good, it was voted on the following roll-call that the members of the Cambridge School Committee, the Secretary of the School Committee and members of the Administrative Staff be authorized to attend the annual convention of the National School Boards Association to be held at Miami Beach, Florida from April 12 to 16, 1969; and, further, that a sum not to exceed $1200.00 per person be advanced against expenses: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Mayor Sullivan in the chair.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation that having filed the proper notice required by the rules that Mrs. Margaret R. McCormick, teacher at the Haggerty School presently on maternity leave of absence, be granted an extension of her maternity leave of absence until Sept. 1, 1970.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll-call to adopt the Superintendent's recommendation that Thomas H. Leary, Jr., teacher at the Peabody School, be appointed to the position of Master's Assistant at the Peabody School at a stipend of $500.00 over and above his salary as a teacher: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the School Committee reaffirm its position relative to negotiation of a successor contract with the Cambridge Teachers Association; except that Mr. Kowals, negotiator for the School Committee, be instructed to offer a compromise for after school duties by striking out "Two hours per week" and substituting two 2-hour periods per month; and, further, that the Deputy Superintendent be requested to ask the City Solicitor for his opinion as to whether Article XXIV of the previous contract is legal and if his opinion is in the affirmative, the School Committee will abide by such decisions provided it will avoid double payment of salaries.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that Prof. and Mrs. Wayne O'Neil be invited to attend the next meeting of the School Committee for the purpose of discussing in executive session the matter of the education of their child.

It was then voted to adopt a motion by Mr. Good, seconded by Mr. Solomons that when the Superintendent of Schools has completed his screening of applicants for the three positions of Assistant Superintendent of Schools, he shall immediately prepare and submit to the School Committee a list of the first three applicants he considers most competent to fill the position of Assistant Superintendent of Schools for Secondary Schools; a list of the first three applicants he considers most competent to fill the position of Assistant Superintendent of Schools for Elementary Schools; a list of the first three applicants he considers most competent to fill the position of Assistant Superintendent of Schools, duties and responsibilities for this third position of Assistant Superintendent having been approved by the School Committee.

On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted to re-convene in regular session.

On motion by Mr. Fitzgerald, and seconded by Mr. Clinton, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to adjourn.

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

REGULAR MEETING Tuesday, March 18, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to suspend the rules for the purpose of receiving at this time a petition presented by the Cambridge Teachers Association. The following petition signed by 383 teachers was then presented.

> "We, the teaching personnel of the City of Cambridge, herewith make known our extreme displeasure with the lack of good faith displayed by the Cambridge School Committee in negotiations with out collective bargaining representatives. The School Committee, through its agent, has made an apparently uncompromising offer to the teachers. Furthermore, it appears that the School Committee is adament in refusing further discussions except on its own terms. We hope that the School Committee will soon evidence a return to the courteous and cooperative relationship that has heretofore existed between the teachers of Cambridge and the School Committee."

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to temporarily table this petition pending the arrival of the president of the association.

Due to the very large attendance at this meeting, it was unanimously agreed to recess the meeting to the Quinn Auditorium of the Rindge Technical School.

Prior to the recessing to the auditorium, the Committee by unanimous consent convened in executive session for the purpose of discussing with Prof. and Mrs. O'Neil of 2 Shady Hill Square, Cambridge, the matter of the education of their physically handicapped daughter. At the conclusion of the hearing, it was unanimously agreed to take this matter under advisement.

It was unanimously voted to reconvene in the Quinn Auditorium in open session.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to take from the table the petition received from the Cambridge Teachers Association and set forth in detail above. Mr. Peter Nelligan, President of the Cambridge Teachers Association, appeared on behalf of the Association and discussed the petition in detail. At the conclusion of the hearing it was unanimously voted to take this matter under advisement.

It was voted on motion by Mr. Wylie, seconded by Mr. Duehay, to approve the minutes of the meeting of March 4, 1969 as presented.

Communication received from a group of under-graduate students at Mass. Institute of Technology majoring in political science requesting the priviledge of talking with the School Committee later in the Spring relative to the political institutions of our city. On motion by Mr. Solomons, seconded by Mr. Good, it was voted that the group be invited to appear before the School Committe at a date mutually agreed in the spring.

There being no objection, the Chairman ordered placed on file the communication from Greater Boston Assn. for Retarted Children, Cambridge Chapter, relative to intergrating physically handicapped children.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to accept with thanks an invitation extended by the Superintendent of Recreation to attend public meetings to be held at the Russell School March 20, and the East End House March 31, 1969.

A communication was received from the City Solicitor relative to the establishment of work schedules for custodial personnel promulgated by the Deputy Superintendent of Schools. Mr. Gerald Griffin, President of the Custodian's Union and Mr. William Powers of the State Council appeared in opposition to the plan indicated. At the conclusion of the hearing it was voted on motion by Mr. Duehay, seconded by Mr. Solomons, that the communication be made part of the records.

Edward J. O'Connell
Secretary of the School Committee
Cambridge, Massachusetts

Dear Mr. O'Connell:

The School Committee has requested my opinion whether the establishment of work schedule by the Deputy Superintendent of Schools on December 17, 1968 is in accord with the agreement between the Cambridge School Committee and the American Federation of State, County and Municipal Employees. You have forwarded to me in addition to the agreement and the work schedule, a letter from the president of the Massachusetts State Council of the Union dated February 4, 1969 alleging that the work schedule violates Articles VII, XVIII, and XXI of the Agreement.

It is my opinion that the work schedule for custodians and janitresses dated December 17, 1968 does not in any way violate the agreement and is legal.

Article VII of the agreement provides in substance that the regular hours of work each day shall be consecutive except for interruptions for lunch periods. All hours listed on the schedule are consecutive except for lunch periods.

The article provides that the work week shall consist of five consecutive eight hour days beginning Monday or Tuesday. There is nothing in the schedule which is inconsistent with the provision.

Further, the article provides that the normal work period shall consist of the same 8 consecutive hours within any 40 hour period. Again the schedule complies with this requirement.

If the suggestion of the Union is that Article VII prohibits assignment of janitors to shifts, that is answered by the provision in the third paragraph of Article VII to the affect that the normal work period shall consist of the same consecutive eight hours within any forty hour period. Thus it is within the province of the School Committee and its authorized representatives to schedule work hours according to shifts. Article XVIII and XXI are general provisions which are inapplicable.

Very truly yours,

Philip M. Cronin

City Solocotor

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to make a part of the minutes the following communication from the School Building Assistance Bureau:

Mr. David E. Hockman
Deputy Superintendent of Schools
Cambridge, Massachusetts

Dear Mr. Hockman:

This is to acknowledge receipt of your March 5 letter in which you request that I offer an opinion as to whether the proposed remodeling of Cambridge High & Latin School "falls legally within the purview of the guidelines for Chapter 754 of the Acts of 1968."

The proposal to remodel Cambridge High & Latin School will be reviewed in detail once this agency is staffed to carry out the provisions of Chapter 754 of the Acts of 1968.

It seems to me that your proposal to replace portions of the existing building with new construction should be discussed at a Building Needs Conference. I suggest that you call and arrange such a conference.

Very truly yours,

William B. Black

Administrator

The following communication was received from the City Solicitor relative to whether Article XXIV of the contract between the School Committee and the Cambridge Teacher's Association is legal.

March 7, 1969

David E. Hockman, Deputy Superintendent
Cambridge School Department
Cambridge, Massachusetts

Dear Mr. Hockman:

You have asked my opinion whether Article XXIV of the contract between the School Committee and the Cambridge Teachers Association is legal. It is my opinion that it is legal. Workmen's Compensation would not prohibit the School Committee from providing for the payment to a teacher who is injured in the performance of his duties his full salary less amounts collected for Workmen's Compensation. To prevent an employee from collecting both the full salary and Workmen's Compensation, an employee who reports that he is injured could state on the report whether he has or intends to apply for Workmen's Compensation. In addition, at one or two month intervals, the Workmen's Compensation agent in this department can give a report to the School Department of employees who are on Workmen's Compensation. I might add that the section does not provide for a maximum period of time that an injured employee would continue to receive full salary. Workmen's Compensation payments would terminate when the employee is able to return to duty or when the amount provided for in the statutes has been fully paid. Therefore, short of involuntary retirement, full payment of salary could run on for a period of time in excess of the time provided by law for Workmen's Compensation.

Very truly yours,

/s/ Philip M. Cronin
City Solicitor

On motion by Mr. Wylie, seconded by Mr. Good, it was voted that the Superintendent be requested to secure expert advice from Mr. Cronin, City Solicitor, and Mr. Kowals, negotiator for the School Committee, as to the maximum period for payments referred to in the City Solicitor's communication under date of March 7, 1969; and, further, that the Superintendent be authorized to form a conclusion as to the best course of action and instruct Mr. Kowals to take this conclusion to the Teachers' Association as the School Committee's position.

There being no objection, the chairman ordered placed on the 'calendar' bids received for folding tables with attached stools for the Roberts, Longfellow and Lincoln cafeterias.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to accept with sincere thanks the invitation extended by Mass. Institute of Technology to attend its biennial Open House; and further, that permission be granted to Mass. Institute of Technology Office of Public Relations to publicize Open House in the Cambridge Public Schools.

SUPERINTENDENT OF SCHOOLS

(Reports and Recommendations)

The Superintendent reported the marriage of Kathleen P. Tracy, teacher at the Abraham Lincoln School to John F. Carlisle and her name will now appear on our records as Kathleen Carlisle; the Marriage of Susan Bookstein, teacher at the Russell School to Samuel Black and her name will now appear on our records as Susan Black; the marriage of Ann M. Gallagher, teacher at Longfellow School, to George E. Hamilton and her name will now appear on our records as Ann M. Hamilton.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to accept the resignation of Mary Jane Scully, teacher at High & Latin School, effective April 1, 1969; of Mrs. Eileen Courtney, teacher at the M. E. Fitzgerald School, effective April 1, 1969.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that the following dates be approved for the Americanization and Evening High School graduations:

Americanization and Evening Elementary School Graduation	Tuesday, April 15, 1969
Evening High and Rindge Evening Industrial Graduation	Thursday, April 17, 1969

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that Mary J. A. Mroz, 3rd grade teacher at the Russell School be transferred to 1st grade teacher at the Harrington School effective March 31, 1969.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept with regret the resignation of Eve M.(Doucette) Auterio, junior clerk and typist assigned to the Business Office.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that the School Committee extend to Joseph A. Keefe, Director of Science in the Cambridge Public Schools, their sincere congratulations on his being selected nationally to participate in the National Science Foundation Institute at Florida State University; and further, that Mr. Keefe be granted leave of absence without loss of stipend from June 16 through August 1, 1969 for the purpose of attending this conference.

REPORTS OF COMMITTEES

The following report was received from the Sub-Committee of the Whole relative to the screening and recommending of candidates for the position of Assistant Superintendent of Schools:

Sub-Committee of the Whole for Screening
and Recommending Candidates for the Position
of Assistant Superintendent of Schools

Members present: Mayor Sullivan, Chairman, Mr. Fitzgerald, Vice-Chairman, Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons and Mr. Wylie.

By direction of the School Committee three vacancies were declared for the position of Assistant Superintendent for Elementary Education, Secondary Education and Business, Maintenance, etc. Advertisements for these vacancies were inserted in the various trade magazines and notification was sent to placement bureau of leading Colleges and Universities throughout the country. As a result of this action, fifty-three (53) applications for these positions were received.

At a meeting on November 6, 1968 the School Committee instructed the Superintendent of Schools to screen all applications on hand and arrange for interviews with the candidates. Again on March 4, 1969, the Superintendent was instructed to submit a list of the first three applicants he considered most competent in each category to fill these vacancies, when he had completed his screening and interviewing of applicants. The Superintendent having complied with the directives of the School Committee, your sub-committee met for this purpose on Friday, March 14, and again on Saturday March 15 at which time interviews were concluded.

On Monday March 17, your committee met for the purpose of making a determination. After due and careful deliberation, this sub-committee recommends the following applicants be appointed to fill the vacancies.

Asst. Superintendent - Elementary Education — John J. Balfe

Asst. Superintendent - Business, Maintenance, etc. — Edmond J. Murphy

Asst. Superintendent - Secondary Education — Frank J. Frisoli

Respectfully submitted for the committee,

EDWARD J. O'CONNELL, Secretary

Mr. Good moved, seconded by Mr. Clinton, to adopt the foregoing report of the sub-committee of the whole and approve the recommendations contained therein. Mr. Wylie moved to amend, seconded by Mr. Duehay, by substituting the following:"While the quality of some of the eight applicants for Assistant

Superintendent who were interviewed by the School Committee was reasonably high, the general level did not achieve the very high standards in intellect, academic and administration excellence which are desired for these important positions in the Cambridge School System. Therefore, the Superintendent is directed to re-advertise the three positions, and to,present new slates of candidates when substantially better applicants than those who were interviewed by the School Committee have been found". On the following roll call, Mr. Wylie's amendment failed of adoption. Mr. Duehay, Mr. Solomons, Mr. Wylie voting "Yea". Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Nay." It was then voted on the following roll call to adopt Mr. Good's motion "That the report of the Sub-Committee of the Whole be adopted and the recommendations contained therein be approved." Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting "Yea." Mr. Duehay, Mr. Solomons, Mr. Wylie voting "Present.' On motion by Mr. Good, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of moving reconsideration at this meeting. A motion by Mr. Good, seconded by Mr. Clinton, to reconsider the vote adopting the report of the Committee of the Whole (hoping same would not prevail) failed of adoption.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Question came on a motion presented by Mr. Duehay and seconded by Mr. Fitzgerald at the meeting of March 4, 1969 that the "Schedule of work hours for custodians and janitresses as set forth below be approved and the Superintendent be instructed to implement this program as soon as administratively feasible." It was voted to adopt this motion.

One man schools i.e. Agassiz, Fletcher, Haggerty, Lincoln, Putnam and Lowell Street School (formerly Girls' Vocational).

6:30 A.M. —11:30 A.M. 12:30 P.M. — 3:30 P.M.

Two man schools i.e. Houghton, Russell, Thorndike and Webster.

1st shift	6:30 A.M. — 11:30 A.M.	12:30 P.M. — 3:30 P.M.
2nd shift	2:00 P.M. — 5:00 P.M.	6:00 P.M. — 11:00 P.M.

Three man schools i.e. Longfellow, Morse, Peabody, Roberts, Fitzgerald and Harrington.

1st shift	6:30 A.M. — 11:30 A.M.	12:30 P.M. — 3:30 P.M.
2nd shift	9:00 A.M. — 1:00 P.M.	2:00 P.M. — 6:00 P.M.
3rd shift	2:00 P.M. — 5:00 P.M.	6:00 P.M. — 11:00 P.M.

At the High Schools including the War Memorial and excepting the boiler room at High and Latin:

1st shift	6:30 A.M. — 11:30 A.M.	12:30 P.M. — 3:30 P.M.
2nd shift	9:00A.M. — 1:00 P.M.	2:00 P.M. — 6:00 P.M.
3rd shift	2:00 P.M. — 5:00 P.M.	6:00 P.M. — 11:00 P.M.

Hours for the Boiler Room:

Monday through Thursday

1st shift	6:00 A.M. — 2:00 P.M.
2nd shift	2:00 P.M. — 10:00 P.M.
3rd shift	10:00 P.M. — 6:00 A.M.

Friday and Saturday

1st shift	6:00 A.M. — 2:00 P.M.
2nd shift	2:00 P.M. — 10:00 P.M.

Hours of matrons will be from 8:00 A.M. to 3:00 P.M.

NEW BUSINESS

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted that the City Manager request the Public Works Department to clear the area around the Roberts School so that teachers can park cars properly without the annoyance of receiving tickets for parking violations.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the City Manager consider the possibility of acquiring the property known as Haru Gari Hall located at the corner of Spring and Sixth Streets and adjoining the new proposed Robert F. Kennedy Elementary School (formerly Putnam - Thorndike) with a view to beautifying the area when the new school is built.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the School Committee proudly extends its sincere congratulations to the teachers and the members of the Rindge Drama Club for their excellent achievement in qualifying for the finals of the Massachusetts Drama Festival.

It was voted to adopt a motion offered unanimously that the School Committee is happy to extend its congratulations to the coaches and members of the Rindge Technical School basketball team for their tremendous endeavors in the recent Tech Tournament by dint of which they became finalists in a very exciting tournament and the School Committee also commends with great pride the entire student body for their well-conducted enthusiasm and good sportsmanship during the tournament; and, further, that the rules of the School

Committee notwithstanding, the Rindge Technical School basketball team be awarded jackets properly inscribed in recognition of their courage and honor they have brought to their school.

Vice - Chairman Fitzgerald in the chair.

On motion by Mayor Sullivan, seconded by Mr. Solomons, it was voted that the School Committee record with deep sorrow the death of Miss Ann Curry, formerly a teacher at the Peabody School. Prior to her retirement in 1966, Miss Curry served the Cambridge School Department and the children of Cambridge as a dedicated and highly efficient teacher for forty-one years; and, further that the School Committee extend to Miss Curry's family their sincere sympathy upon learning of her death.

On motion by Mayor Sullivan, seconded by Mr. Solomons, it was voted that the School Committee record with deep sorrow the death of Miss Marie O'Connor, formerly a Science Teacher at Cambridge High & Latin School. Prior to her retirement in 1968, Miss O'Connor served the Cambridge School Department as a dedicated and efficient Science Teacher for thirty years; and further, that the School Committee express to Miss O'Connor's family their sincere sympathy upon learning of her death.

Mayor Sullivan in the chair.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Superintendent study the problem of providing public education to physically handicapped children and further that he review any and all problems regarding the physically handicapped child; and further, that the Superintendent report his findings to the School Committee later this Spring.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to convene in Executive Session.

The following report of the Committee on Athletics was presented and on motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the report be accepted and the recommendations contained therein be adopted.

COMMITTEE ON ATHLETICS

Monday, March 17, 1969

Present: Mr. Good, Chairman
Mr. Wylie
Mr. Solomons

It was voted to concur in the recommendation by the Director of Physical

Education that William Downing, teacher at High & Latin School, be appointed tennis coach at the High & Latin School.

It was voted to concur in a recommendation by the Director of Physical Education that John Reardon, teacher at High & Latin School, be appointed freshman baseball coach at High & Latin School.

Respectfully submitted,

John A. P. Good, Chairman

Question came on communication from Gerald P. Griffin, President of Local 1611, School Custodian's Union and a member of the custodial staff assigned to Rindge Technical School relative to settling of grievances under the terms of the contract between the Custodian's Union and the School Committee. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that this matter be referred to the Deputy Superintendent of Schools who shall, after consultation with all parties involved, be empowered to take whatever action is necessary under the terms of the existing contract and report his findings to the School Committee.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to reconvene in open session.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to ratify and affirm the vote taken in executive session.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to adjourn.

ADJOURNED:

EDWARD J. O'CONNELL

Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

REGULAR MEETING Tuesday, April 1, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted that the minutes of the meeting held March 18, 1969 be approved as presented.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from Mr. Fitzgerald, Vice Chairman.

> To the Honorable
> The Cambridge School Committee
>
> Dear Sirs:
>
> My family joins me in expressing our sincere appreciation for your kind expressions of sympathy at the time of my beloved wife's death. Your thoughtfulness was a source of great consolation.
>
> Sincerely,
> /s/James F. Fitzgerald

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to make part of the minutes the following petition signed by 466 teachers.

> "We, the members of the Cambridge Teaching Staff, wish to indicate our support of the Cambridge School Committee's appointment of three new assistant superintendents. We applaud the Committee's judgement and we note with pride and pleasure that our staff members compete successfully with applicants from throughout the United States of America".

It was voted to make part of the minutes the following communication from the Asst. City Manager relative to bids received for the construction of new school buildings:

April 1, 1969

To the Honorable
The Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Gentlemen:

Enclosed herewith please find the tabulation of the construction bids for our new schools.

All bids have been taken under advisement pending our investigation.

Very truly yours,
/s/John H. Corcoran
Assistant City Manager

TABULATION OF GENERAL BIDS

Bid Date: March 26, 1969 - 3 P.M.

MARTIN LUTHER KING, JR., ROBERT F. KENNEDY, JOHN M. TOBIN SCHOOLS

NAME OF BIDDER		M.L. KING, JR.	R.F. KENNEDY	J.M. TOBIN	COMPOSITE
ABERTHAW CONSTRUCTION CO.	TOTAL	$4,526,000	$3,886,000	$5,071,000	$13,388,000
28 State Street	Item 1.	2,972,233	2,122,959	3,315,600	8,332,448
Boston, Mass.	Item 2.	1,553,767	1,763,041	1,755,400	5,055,552
D. ANTONELLIS, INC.	TOTAL			$5,507,000	
26 Emerson Rd.	Item 1.			3,751,600	
Waltham, Mass.	Item 2.			1,755,400	
PARK CONSTRUCTION CO., INC.	TOTAL		$3,929,000		
40 Court St.	Item 1.		2,165,959		
Boston, Mass.	Item 2.		1,763,041		
VAPPI & COMPANY, INC.	TOTAL	4,788,000			
240 Sidney St.	Item 1.	3,234,233			
Cambridge, Mass.	Item 2.	1,553,767			

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to accept with pleasure an invitation extended by the Cambridge Teachers Association to attend a reception in honor of the Deputy Superintendent and the newly appointed Assistant Superintendents to be held on Sunday, June 1, 1969 at the Cambridge Boat House from 2:00 to 4:00 P.M.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to accept with pleasure the scholarships offered by the Cambridge Emblem Club as described in the following communication and express to this organization the School Committee's sincere appreciation for these very generous scholarships.

Mayor Walter J. Sullivan March 21, 1969
Chairman of the Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts 02138

Dear Sir:

We of the Cambridge Emblem Club No. 108, an organization likened to the BPOE Elks in that it is a fraternity in which religion and politics are not permitted for discussion or consideration. Our policy of charity and community service for the betterment of conditions of the less fortunate are guides of our club work.

We feel to assist a needy student would be a very important and worthwhile community project.

At this time, we would like an award of:

$100.00 to be given to a worthy and needy Rindge Technical School student, who has been accepted to an accredited school of higher education, and,

$100.00 to a worthy and needy Cambridge High and Latin School student, who has been accepted to an accredited school of higher education.

This student must be a Cambridge resident. We would also like this award placed on the graduation program along with the winner's name.

We feel that the Principal and Guidance Staff should determine the winner. No information regarding the winner should be made available to any one person. This would avoid confusion in the organization. The name of the winner and a program for our records would be ample.

We would send check to the Bursar of the school to be presented to this needy person upon completion of his or her high school education.

If this is satisfactory with you and the proper authorities, would you kindly communicate as soon as possible with the Scholarship Chairman whose name is listed below.

Sincerely,
Julia Devaney
Scholarship Chairman
50 Everett Ave., Watertown, Mass.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to make part of the minutes the following communication received from Asst. Superintendent John J. Balfe.

March 24, 1969

Mr. Edward J. O'Connell, Secretary
Cambridge School Committee
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

Will you convey to the members of the school committee my appreciation for their consideration and courtesy on the occasion of my interview with them on the evening of March 14, 1969?

Too, I want to thank them for their subsequent action in naming me as Assistant Superintendent for Elementary Education. I shall do my very best to justify their confidence by striving to make a good school department even better.

Sincerel yours,
/s/ John J. Balfe

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to refer to the Superintendent with power the communication from World Wide Pictures petitioning the School Committee for permission and support in selling tickets to a movie being shown at the Davis Square Theatre April 30-May 6, 1969.

There being no objection, the Chairman ordered placed on file a communication from the family of the late Father Pero thanking the Committee for their expressions of sympathy at the time of Father Pero's death.

SUPERINTENDENT OF SCHOOLS
Reports and Recommendations

On motion by Mr. Solomons and seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that students of the two high schools be permitted to participate on a voluntary basis in the annual oratorical contest for high school students to be held on Sunday, April 20, 1969 at 3:00 p.m. in the Lodge Room, Cambridge Lodge of Elks.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superitendent's recommendation that the students at High and Latin School and Rindge Technical School be permitted to participate on a voluntary basis in an oratorical contest being sponsored by the Improved Benevolent and Protective Order of Elks.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the Cambridge Public Schools be granted permission to participate in the 12th annual clothing collection sponsored by the Morgan Memorial Goodwill Industries on May 9, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Joseph G. Sateriale, Director of Mathematics, be granted leave of absence without loss of stipend from July 6, 1969 to August 12, 1969 for the purpose of accepting the scholarship awarded by the National Science Foundation at San Diego College, and, further, that Mr. Sateriale be congratulated for winning this high award.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that Mrs. Mary R. Mulcahy, Master of

Thorndike School, be granted leave of absence without loss of salary for the purpose of attending a conference on Learning Disabilities to be held at Westfield State College April 15-16.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll call to adopt the Superintendent's recommendation that the Director of Physical Education be granted permission to attend without loss of pay the National Convention of the American Association for Health, Physical Education and Recreation to be held in Boston from April 11 through April 14; and further that the Director of Physical Education be authorized to excuse teachers in his department to attend this convention without loss of stipend: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting 'Yea'.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to accept with pleasure the invitation extended by the Superintendent to be present at Student Exchange Day on Monday, April 14, 1969 at which time students from Cambridge High and Latin will be hosts to students from Saugus High School and students from Rindge Technical School will be hosts to Bedford High School.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that in order that necessary procedures be followed to remove the names of ex-teachers from our roster, that the following action as approved by the City Solicitor be taken as outlined:

March 13, 1969

Philip M. Cronin, City Solicitor
City Hall, Cambridge, Massachusetts

Dear Phil:

I have discovered that the names of five teachers are still carried on our rolls even though they have not been actually teaching for a period of time.

In the cases of the first four on the attached list, they were appointed and placed on tenure as of these dates.

	Appointed	**Placed on Tenure**
Joseph Ianelli	Sept. 1, 1953	Sept. 1, 1956
Joan LaChance	Sept. 1, 1959	Sept. 1, 1962
Alice Bolen	Sept. 1, 1961	Sept. 1, 1964
Margaret Healy	Sept. 1, 1953	Sept. 1, 1956

In the cases of Alice Bolen and of Margaret Healy, the signed copies of the maternity leave do include a clause at the bottom which might be legal.

In the other two there is no such an arrangement.

In summary is the procedure which is outlined in the accompanying draft the proper method of clearing our roster so there will be no further legal problems?

Very truly yours,
/s/ David E. Hockman
Deputy Superintendent

The following personnel are presently carried on our roster of employees although the leave of absence granted in each instance has expired.

	Date Leave Granted	Expired
Joseph G. Ianelli	Feb. 1, 1961	———
Joan M. LaChance (Downing)	Sept. 1, 1962	Sept. 1, 1964 (Maternity)
Alice M. Bolen (Hartnett)	Sept. 1, 1965	Sept. 1, 1967 (Maternity)
Margaret A. Healy (Haley)	Jan. 1, 1967	Sept. 1, 1968 (Maternity)

The expiration date having passed and no extension having been requested and none granted, it is recommended that as provided by the appropriate statutes the following procedure be approved.

1. The School Committee authorize the Secretary to notify each that it is the intention of the committee to introduce an order of discharge at the next regular meeting of the School Committee and that such order of intent to discharge be made part of the records of the Committee.

2. That final action be taken on each individual by separate vote of the School Committee at the next regular meeting of that body.

In the case of Mrs. Helen L. Mavrides who was by vote of the School Committee placed on tenure effective September 1, 1965 after consecutive one year appointments from September 1, 1962 to June, 1963, from September, 1963 to June, 1964 and from September 1, 1964 to June, 1965, separate action is required to discharge for the following reasons:

1. Mrs Helen L. Mavrides did not report for duty as required on the opening day of school in September, 1965.

2. The Office of the Superintendent received no prior notification that Mrs. Helen L. Mavrides was not returning to her teaching position as of September, 1965.

3. That Helen L. Mavrides did, after a period of days and as a result of actions by the Office of the Superintendent of Schools, contact said Office and convey her intent not to return to her teaching position.

4. That the petition of Mrs. Helen L. Mavrides for a leave of absence for one year without salary for a period of one year was denied by the School Committee at a regularly scheduled meeting on September 20, 1966.

5. That Mrs. Helen L. Mavrides made no further effort to contact the School Department until October 24, 1968.

6. That Mrs. Helen L. Mavrides has never fulfilled the provisions of her tenure contract which was tendered her effective September, 1965.

In the case of Mrs. Helen L. Mavrides, it is recommended that the School Committee authorize the Secretary to notify Mrs. Mavrides of its intent to discharge her for failure on her part to fulfill the provisions of the offer of the School Committee that a tenure contract be awarded to her effective September 1, 1965 and that said action be taken at the next regular meeting of the School Committee subsequent to that during which the initial action is authorized by vote of the Committee.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that students of Peabody School be permitted to voluntarily make donations for Biafra Relief.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the Cambridge School Committee record itself as favoring the Education Collaborative of Greater Boston incorporating as a non-profit corporation under the provisions of Chapter 180 of the General Laws of Massachusetts; and, further, that the Cambridge School Committee approve the EdCo projects described in a brochure mailed to each member and discussed in detail at the March 20 meeting.

There being no objection, the Chairman ordered to be made part of the records a report from the Superintendent that the State Department of Education has granted permission to deduct two days from the school calendar because of the heavy storms experienced this winter.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that for the purpose of establishing the line of authority and fix responsibilities at the War Memorial Building, the following procedure is adopted:

1. The Headmaster of High and Latin School is in charge of all buildings including the War Memorial which constitutes the High and Latin School complex.
2. That the teacher in charge of the War Memorial building shall be under the jurisdiction of the Headmaster and Assistant Headmasters of the High and Latin School.
3. That the senior custodian in charge of High and Latin School shall be in charge of all buildings within the High and Latin School complex and of all junior custodians assigned thereto.

REPORTS OF COMMITTEES

On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll call to approve the report of the Committee on Athletics as set forth in detail below and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"

COMMITTEE ON ATHLETICS

Tuesday, April 1, 1969

Present: Mr. Good, Chairman, Mr. Solomons and Mr. Wylie.

It was voted to recommend concurrence in a recommendation by the Director of Athletics that John Hallice be appointed Elementary Baseball Coach at a stipend of $300.00 for the season.

It was voted to recommend that Michael Jarvis, teacher at Rindge Technical School, be appointed Baseball Umpire for Elementary Schools at a stipend of $175.00 for the season.

It was voted to recommend that Martin Tierney be appointed Tennis Coach at Rindge Technical School at a stipend of $8.00 per day with a 45 day maximum season.

Respectfully submitted for the comimttee,
JOHN A. P. GOOD, CHAIRMAN

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar

Question came on bids received for furnishing folding tables with attached stools for the Roberts, Longfellow and Lincoln cafeterias.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll call to adopt a recommendation of the Deputy Superintendent that a contract be awarded to Hamilton Mfg. Co., Two Rivers, Wisconsin, they being the lowest responsible bidder to have met specifications, for furnishing 25 folding tables with attached stools for the Roberts, Longfellow and Lincoln cafeterias at a total cost of $6,731.00: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting 'Yea'.

NEW BUSINESS

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted that the Superintendent or his designee inspect the portable lunch programs in the Roberts and Longfellow Schools and report to the School Committee the reasons for the delay in making these facilities operable.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the Superintendent review the technical options open to all students in secondary grades and suggest any changes that are desirable in view of the modern requirements of business and industry, i.e.: Dr. James B. Conant has suggested that a comprehensive high school should serve all the students in the community no matter what their major: college preparatory, general business, home economics, trade and industry or merchandising and retailing. Options for secondary students should be revised in terms of these comprehensive goals; and, further, that the Superintendent is requested to visit Massachusetts cities such as Quincy, Springfield and Worcester where such plans are presently in action. The Superintendent should also investigate the introduction of Millinery into our Girls' Achievement School options under an existing Title I Grant.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of changing the date of the next regular meeting. On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the next regular meeting of the School Committee be changed from April 15 to April 29, 1969 inasmuch as the members will be attending the convention of the National Association of School Boards.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the Superintendent of Schools and Chief Custodian be authorized to excuse Civil Service employees wherever feasible at noon Good Friday.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Superintendent be requested to confer with the City Manager and Director of Cambridge Hospital with a view to determining whether or not the Cambridge School Department could participate in a meaningful way in establishing a program for training nurses at the Cambridge Hospital.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to convene in executive session.

The chairman ordered placed on the calendar as required by the rules the Superintendent's recommendation that the following teachers be re-elected for a period of one year.

RECOMMENDED:

That the following teachers be re-elected for one year from September 1, 1969 in accordance with the Rules of the School Committee:

High & Latin
Mary I. Bradshaw
Edward J. Brady
Luise A. Cahill
Margaret M. Cassidy
Jane E. Chiurri
Alice D. Cody
Caroline M. Cunningham
Judith A. Davidson
Mary P. Davis
Gene A. D'Eca
Pauline P. Demetri
Mary J. Diehl
Patricia A. Drake
Susan C. Ellenberg
Umberto Farinato
Barbara Finlayson
Jayne P. Gralinski
Ann C. Hilferty
Dorothy R. Hirsch
Charles M. Horn
Theresa L. Kelly
Eileen P. Kennedy
Robert G. LaMontagne
Arthur Lipkin
Arthur M. Morgan
Claudio I. Mosko
Gertrude H. Mullenmeister
Nancy B. O'Connell
Doris Parella
Barbara A. Preston
Janice L. Radmer
Roslyn G. Robinson
Samuel T. Scott
Mary J. Scully
JoAnn Walther
Kathleen H. White
William F. Young

Rindge Technical
Robert E. Burns
Regina B. Cardwell
Kathleen M. Dalton
Manuel DeMello, Jr.
Samuel J. Ferraro
H. Ward Gay
Timothy F. Mahoney
William J. Mangan
Arthur J. Marchand
James P. Nolan
Joseph X. Sullivan

Abraham Lincoln
Kathleen T. Carlisle
Joann Ginn

Agassiz
Paula W. Macias
Barbara E. Manfredi

M.E. Fitzgerald
Marsha Brown
Susan Clarke
Brenda Corcoran
Mary E. Fitzgerald
Avis Levy
Pamela A. McMurtry
Joseph A. Pagliaro, Jr.

Fletcher
Jeannette A. Ayoub
Roberta F. Montgomery

Haggerty
Rebekah L. Hoffman
Anne C. Martis
Rosalind E. Rolland

C. G. Harrington
Paul A. DeAngelis
Eileen Farrell
Marsha S. Furchheimer
Brenda Katz
Diane M. R. Medeiros
Rosemarie P. Palange
Sally Rae Viner

Houghton
Deborah B. Meyers
Patricia A. Porio

Longfellow
Gina Centrella
John Chicariello
Mary Collins
Constance P. Dagle

M. John Kawalder
John E. Kelly
Christine M. Lavey
Catherine M. McGrath
Joyce B. Patterson
Linda Spartichino

Morse
Antoinette E. DeVellis
Lawrence G. Driscoll
Olivia C. Grant
Diane M. Griffin
Andrea M. Janul
Ruth L. Mix
Joyce Y. Nolan
Carol Rodman

Peabody
Jeannette V. Gaynor
Melissa A. Hadlock
Gail A. Hall
Cele Kagan
Sarah Kenley
Charles R. Murphy
Henry A. Parker III

Putnam
Eve Odiorne

Roberts
Charles L. Brock
Diane E. Bushner
Leslie C. Feeley
Sylvia L. Kleban
Lynn W. Oberfield
Marilyn M. Pallys
David J. Walsh, Jr.

Russell
Susan Black
Joyce Everett
Marjorie Gatchell
Marilyn A. Gay
Anne Mapolski
Ruth E. Shea
Paul J. Sullivan

Thorndike
Patricia Bailey
Joan E. Boudreau
Mary E. Daly
James H. Keegan, Jr.
Roberta J. McDonnell
Susan E. Noonan
Julia A. Wallace

Deborah R. Weidner

Webster
Barbara J. Baca
Kim Chapman
Kerry Collins
Marianne Lambert
Shawna M. Muller
Carolyn A. Schneider
Stephen J. Theall
Kathleen T. Wilson
Arlene R. Stone

Lowell Street
Celeste Regione

Director of Public Relations
Albert H. Giroux, Jr.

Art Department
Phyllis Ewen
Susan E. Himmelfarb
Jane F. Sullivan

Bureau of Pupil Services
Carmen B. Albano
Martha M. Belknap
Rosalind I. Gifis
Jean T. McMahon
Elinor Wallace
Teresa A. Ragosta

Elementary French Dept.
Marilyn A. Cliff
Jane Conaway
Marjorie C. Hallissey
Aminda L. Nicoloro
Ellen A. Strain

Director of Language Arts
Richard S. Phelps

Music Department
Carmen Borgia
Joan E. TePaske

Director of Social Studies
Elizabeth R. Boyce

Physical Education
Barbara Gladstone
Michael D. Jarvis
Mary E. Mosher
Patricia Mullen
Karen Shirack

The chairman ordered placed on the calendar the Superintendent's recommendation that the following teachers having completed successfully three years service in the Cambridge Public Schools, be placed on tenure effective September 1, 1969.

RECOMMENDED:

That the following teachers, having completed successfully three years service in the Cambridge Public Schools, be placed on tenure from September 1, 1969 in accordance with the Rules of the School Committee.

High & Latin
Clara H. Barrett
Mary L. Bellefontaine
Helen R. Brownrigg
Barbara R. Cannon
Carolyn J. DeMita
Geraldine Gilligan

Rindge Technical
Donald H. Brine
Thomas A. Calabrose
Francis J. McCarthy
John P. Sennott
Ralph J. Sennott, Jr.
Robert J. Tierney

Agassiz
Elizabeth S. Kuroska

M.E. Fitzgerald
Ellen M. Varella

Fletcher
Sheila H. Keane

Haggerty
Jane A. Ryer

C.G. Harrington
M. Clare O'Connor
Ann Shulman
Georgia Zevitas

Houghton
Ella Jo Robinson

Longfellow
Susan Barnes

Peabody
Ann M. Buckley

Roberts
Doris G. Anderson
Joan H. McKeon
Muriel A. Rosenthal

Russell
Ellen P. Quirk
Pamela C. R. Stout

Thorndike
Susan L. Kreitzman
Janet E. Moynihan

Webster
Judith M. Gauthier
Jacqueline E. Hargrove
June H. Traibman

Bureau of Pupil Services
Gerald F. Shea, Jr.

Physical Education
George R. Greenidge

Director of Libraries
Charles W. Adams

The Superintendent recommended that John G. Caulfield being the first name on the examined list for Elementary Master be appointed Elementary Master and assigned to the Houghton School at a salary of $13,520.00 effective May 1, 1969. The chairman ordered the Superintendent's recommendation placed on the calendar as required by the rules. On motion by Mr. Fitzgerald, seconded by Mr. Clinton to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting failed on the following roll call to receive the required five votes: Mr. Clinton, Mr. Fitzgerald, Mr. Good and Mayor Sullivan voting 'Yea'. Mr. Duehay, Mr. Solomons, Mr. Wylie voting

'Nay'. The chairman then ordered the recommendation placed on the calendar.

The chairman placed on the calendar in accordance with the rules the Superintendent's recommendation that the following teachers be appointed.

Name of Teacher	Rank	Salary	To Take Effect
Carolyn Parmet	Teacher (Kdgn)	* (1)	Sept. 1, 1969
Diane L. Gordon	Teacher (Kdgn)	* (1)	Sept. 1, 1969
Marie K. Christensen	Teacher (GR 1-3)	* (1)	Sept. 1, 1969
Joann Carmody	Teacher (GR 1-3)	* (1)	Sept. 1, 1969
Jane E. Millard	Teacher (GR 1-3)	* (1)	Sept. 1, 1969
Joan M. Sheehan	Teacher (GR 1-3)	* (1)	Sept. 1, 1969
Irene C. Urbanowicz	Teacher (GR 1-3)	* (1)	Sept. 1, 1969
Elizabeth W. Valdes	Teacher (GR 4-8)	* (1)	Sept. 1, 1969
Susan M. Cleveland	Teacher (GR 4-8)	* (1)	Sept. 1, 1969
Eileen M. Nicewicz	Teacher (GR 4-8)	* (1)	Sept. 1, 1969
Carol R. Boucher	Teacher (Special Ed)	** (2)	Sept. 1, 1969
Mary J. Marro	Teacher (Special Ed)	*** (3)	Sept. 1, 1969
Stephen G. Surette	Teacher (Special Ed)	*** (3)	Sept. 1, 1969
Helen A. Zarecki	Teacher (English as 2d Lang)	* (1)	Sept. 1, 1969
Elizabeth E. Lynn	Teacher (El. Science)	* (1)	Sept. 1, 1969
Marsha J. Sortman	Teacher (Art)	* (1)	Sept. 1, 1969
Sara A. Greenleaf	Teacher (Librarian)	2d step	Sept. 1, 1969

* (1) Beginning Salary
** (2) Beginning Salary + Masters + Special
*** (3) Beginning Salary + Special

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that Leon J. Kowal, negotiator for the Cambridge School Committee in the matter of a successor contract with the Cambridge Teachers Association, be authorized to offer a salary schedule for teachers with a Bachelor's degree from starting salary of $7,000.00 per year to a maximum salary of $12,000.00 per year to be reached in twelve (12) steps; $800.00 additional for teachers with a Master's degree; $600.00 for Master's degree plus fifteen (15) hours and an additional $600.00 for Master's degree plus thirty (30) hours; and the existing ratio plan to remain in effect without change: Mr. Fitzgerald is recorded as voting 'Nay'.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that Mr. Kowal be authorized to accept the compromise offer for Article V:B.3 "That teachers shall be required to remain one-half hour one (1) day per week and be available one (1) additional day per week; except that the Superintendent shall have the right to schedule two (2) meetings per month up to two (2) hours per session effective September, 1969;" and to accept Cambridge Teachers Association proposal by deleting from Article V: C.1 the requirement for attendance of teachers on the day after student dismissal and limiting to two (2) hours attendance the day before school opens; and to accept the Cambridge Teachers Association proposal relative to work year for teachers the following: "The work year for personnel in Unit A1 shall be a minimum of 182 days. In addition thereto the school calendar shall include not more than four (4) days for inclement weather"; and to accept the Cambridge Teachers Association proposal that the total yearly allotment for sick leave shall be thirteen (13) days per year. Mr. Fitzgerald recorded as voting 'Nay'. It was agreed that Mr. Kowal be authorized to offer the Cambridge Teachers Association a contract for two (2) years, except that salary schedules in the contract will become effective on September 1, 1969 and will terminate on August 31, 1970 and it is agreed that both parties to the contract will enter into negotiation for salary purposes only as of January 1, 1970 to establish a salary schedule for the period September 1, 1970 to August 31, 1971; and it is further agreed that the negotiations for a new contract will begin in October, 1970 and that the sections thereof pertinent to salaries will concern the period September 1, 1971 to August 31, 1972.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to ratify and affirm all votes taken in Executive Session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn.

ADJOURNED:
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

Regular Meeting Tuesday, April 29, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the minutes of the meeting of April 5, 1969 be approved as presented.

The following referendum petition was addressed to the School Committee: "Whereas the undersigned, each of whom is a registered voter of the City of Cambridge, are opposed to the manner the School Committee used its legislative power to fill the positions of three Assistant Superintendents of the Cambridge School System: Now, therefore, we do hereby protest the taking effect of the following measures passed by the Cambridge School Committee on March 18, 1969: The adoption of the report made on March 17, 1969 by the Sub-Committee of the Whole of the School Committee and the approval of the recommendations in said report of the persons named therein to fill the three following positions of the Cambridge Public School System:

Asst. Superintendent of Elementary Education;
Asst. Superintendent of Business, Maintenance, etc.;
Asst. Superintendent of Secondary Education."

In connection with the foregoing, a communication was received from the Election Commissions certifying the count of the referendum petition as follows:

Registered voters as of April 7, 1969	43,190
Total signatures of registered voters	4,196
Percentage of certified signatures	.097

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that Mrs. Lorraine Butler, Chairman, "Save our Schools Committee" be granted permission to address the Committee with relation to the foregoing petition. At the conclusion of Mrs. Butler's statement, the chairman declared the hearing closed.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to convene in executive session for the purpose of appointing an arbitrator in the case of a grievance filed by the Custodian's Union in connection with their contract.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the entire matter concerning the alleged grievance be referred to the City Solicitor with power to take whatever appropriate action is necessary.

It was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the vote taken in executive session by which the matter of an alleged grievance filed by the Custodian's Union be referred to the City Solicitor with power to take appropriate action.

It was unanimously agreed to suspend the regular order of business for the purpose of receiving a petition from the PTA of St. Francis of Assisi Parochial School as set forth below:

Mr. Edward A. Conley
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Conley:

As you are aware, the St. Francis of Assisi School in East Cambridge is closing in June 1969 and there are 288 children who will have to be absorbed into the public school system. We, as parents, are concerned about the accommodations the City of Cambridge can provide for our children.

Since the overcrowded school situation in East Cambridge is in such a critical condition until the new R.F. Kennedy School is completed, the parents of our school children, at a meeting this week, have suggested the possibility of the children remaining in our building. Considering the period of adjustment from parochial to public school, it might be better if they stayed together at least temporarily.

School registration is coming up shortly and many parents are anxious to know just what steps they should take as far as getting their children into school for the Fall. We would appreciate your bringing this urgent matter up at your April 29 meeting and will await your decision.

Very truly yours,
St. Francis of Assisi P.T.A.
/s/ Mary DiClemente
President

On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted that the City Manager be notified that the School Committee is willing and ready to enter into a lease with St. Francis of Assisi Church for the premises known as St. Francis of Assisi Parochial School on Gore Street, East Cambridge, and that the building be made to conform to the laws governing the operation of public schools.

It was voted to resume the regular order of business.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to accept with appreciation the invitations listed in the enclosed communication:

Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Gentlemen:

It gives me great pleasure as social chairman of the Cambridge Teachers Association to invite you to be our guest at the following functions:

May 7, 1969 A joint Somerville and Cambridge Teachers Association Professional Meeting to be held at the Morse School at 8 p.m.

The topic of the evening will be “The Role of the Parent and Teacher in Discipline”.

The main speaker will be Mr. Charles W. Gaughan, Superintendent of the Massachusetts Correctional Institution at Bridgewater.

May 29, 1969	The annual retirement banquet to honor retiring members of the staff. The dinner will begin with a social hour at the M.I.T. Faculty Club at 6 p.m.
June 1, 1969	The reception to honor Deputy Superintendent Mr. Hockman and Assistant Superintendents Mr. Balfe, Mr. Frisioli and Mr. Murphy. This reception will be at the Cambridge Boat House on Sunday from 3:00 to 5:00 p.m.

Very truly yours,
Mary T. Mroz
Vice President

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from the Assistant City Manager relative to the new school building program.

To the Honorable
Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Gentlemen:

I am pleased to advise you that under date of April 16, 1969, the City Manager notified the Aberthaw Construction Company that their bid of March 26, 1969 to the City of Cambridge covering the construction of three new elementary schools for our community in the total amount of $13,388,000.00 was accepted.

A formal contract is being prepared and should be returned for signature shortly.

While the actual start of construction has not, as yet, been ascertained, it is believed that the actual construction work will start in the very near future.

Very truly yours,
John H. Corcoran
Asst. City Manager

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the School Committee extend a commendation to the City Manager and the Asst. City Manager for the action they have taken in getting the school building program underway.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to endorse the program being presented by the Cambridge Ambassador Program of Experimentation in International Living and that permission be granted to advertise the fashion show in the high schools.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll call that whereas Ruth M. Broderick and Helen A. Clauss have passed the qualifying examination for promotion to Principal Clerk that their appointment to this position at a salary of $7192.00 per year be confirmed: Roll call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to heartily endorse the Safe Bicycle Program sponsored by the Cambridge Jaycees and that permission be granted to publicize this event throughout the Cambridge school system.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that Whereas: On May 13 and 14 the State Department of Education and the Title III, ESEA Advisory Council in cooperation with the PACE Association will present a Creative Education Fair, and all 75 active Title III projects will be exhibited in McHugh Forum at Boston College between the hours of 10:00 a.m. and 5:00 p.m., therefore, it is ORDERED: That all high school headmasters, elementary school masters and principals be requested to attend either or both days and further that bus service be provided, after school hours, for any teacher who may wish to attend either or both days.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to accept the resignations of the following teachers effective June 30, 1969:

School	Name	Rank
Cambridge High & Latin	Judith A. Davidson	Teacher, Modern Language
Cambridge High & Latin	Jayne P. Gralinski	Curriculum Coordinator of Health Services
Roberts	Charles L. Brock	Teacher, Science
Webster	Kerry Collins	Teacher, Special Class
Bureau of Pupil Services	Rosalind I. Gifis	Home Teacher
Music Department	Anthony J. Hyde	Music Teacher, Elementary

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to approve the retirement of the following teachers effective on the date stated and that the School Committee express to these teachers their sincere appreciation for the long years of faithful and efficient service rendered to the Cambridge School Department.

School	Name	Effective Date
Cambridge High & Latin 33 years	Catherine L. Good	April 28, 1969
Cambridge High & Latin 34 years	Helen P. Shea	June 30, 1969
Longfellow 45 years	Julia T. Galvin	June 30, 1969
Roberts 38 years	Margaret M. Deastlov	June 30, 1969
Physical Education 13 years	Anne B. Hickey	June 30, 1969

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted on the following roll call to adopt the Superintendent's recommendation that the plan for a work shop on perceptual handicaps as outlined in a communication from the Director of Pupil Services as set forth in detail below be put into operation this summer of 1969. Roll Call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Dear Mr. Conley:

Enclosed is a tentative plan for a workshop on perceptual handicaps for the Summer of 1969, to be conducted under the direction of the Bureau of Pupil Services.

Purpose

1. To establish a broad background of information in the field of perceptual handicaps as a basis for the intensive teacher training workshop in the Fall 1969.
2. To develop a pamphlet on perceptual handicaps to be distributed by the Bureau during academic year 1969-1970 to all the teachers in the school system.
3. To train ten teachers to conduct at least four half-hour orientation sessions in perceptual handicaps in their individual school and if necessary in an adjacent school.

Schedule

Time: 8:00 a.m. — 12 noon (Monday-Friday)
Dates: June 30 — July 25

Tentative Budget

Ten teachers	@ $500.00	$5000.00
Coordinators	@ 800.00	800.00
Speakers		1000.00
		$6800.00

The budget for speakers may seem high but should be available if we are to secure experts in the field.

Mr. Philbrick from the Department of Education will come without fee—as will a few others whom we have in mind but essentially most of the speakers will have to be paid.

Sincerely,
Ruth F. Boland, Ed.D.
Director

There being no objection, it was voted to refer to executive session the matter of the proposed new contract with the Cambridge Teachers Association.

Conforming to an order of the School Committee that he inspect the portable hot lunch programs at the Roberts and Longfellow Schools and report the reason for the delay in putting these cafeterias into operation, the Superintendent reported that a conference was held with Mr. Deloria, Mr. Rossano, the contractor, and Mr. William Fitzgerald, Chief Custodian. The contractor stated that the delay in delivery of custom kitchen and heating equipment and controls will prevent completion of these projects until June 15, 1969.

Vice-Chairman Fitzgerald in the chair.

It was voted on motion by Mr. Duehay, seconded by Mr. Solomons, that the following report from the Staff Council be placed on the 'calendar' for the next meeting of the School Committee.

Dear Mr. Conley:

At the April 8, 1969 meeting of the Staff Council it was voted to submit to you the following proposed amendment to the Staff Council Rules: "Qualifications for 15 and 30 Credits Beyond The Masters Degree" (Page 6, Rules of the Staff Council)

Graduate Level

Courses should be at a graduate level in an accredited college or university.

It was the majority vote of the Council that the following amendment be added to the above rule:

> "Three of each block of 15 required credits may be obtained through Cambridge School Department Sponsored in-service training courses, providing such courses are approved by the Staff Council on Personnel Development."

and request that you submit the above rule change to the School Committee for their consideration and approval.

The amended rule would then be entered into the Staff Council Rule Book to read:

Graduate Level

Courses should be at a graduate level in an accredited college or university.

Three of each block of 15 required credits may be obtained through Cambridge School Department sponsored in-service training courses, providing such courses are approved by the Staff Council on Personnel Development.

It was felt by the Council that the amended rule would encourage more teachers to take courses, give our teachers the opportunity to receive the material directly relevant to their classroom situation as their department heads (Directors) would want them to have it, and thirdly, it would encourage teachers to take in-service courses beyond their Masters Degree.

Respectfully submitted,
Donald A. York
Staff Council, Chairman

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to place on the 'calendar' for the next regular meeting of the School Committee proposals for the following pilot project between the Cambridge School Department and the Harvard Graduate School of Education.

April 28, 1969

TO: The School Committee

Over the period of the last three months representatives of the School Department and the Graduate School of Education at Harvard University have held exploratory discussions the outcome of which is contained in the attached proposal.

It is our considered opinion that this is a worthwhile pilot project holding potential value for our pupils, for our staff and for our high schools.

The design is such that the students who participate will be drawn from a complete cross section of our pupils, and will be accepted only if the students and their parents agree. In essence this would provide a sub-school within the framework of the high schools and the personnel involved would be subject to the rules and the policies established by the School Committee.

The Directors, the high school Headmasters and the Deputy Superintendent have considered the proposal carefully and are in agreement that it be recommended on a trial basis for one year with an evaluation at the end of that year to determine whether the program should be continued.

Very truly yours,
Edward A. Conley
Superintendent of Schools

Dear Mr. Hockman:

After a series of meetings with teachers and Directors, we are enclosing several documents describing the sub-school planned for Rindge next year. These documents include:

1. Description of the proposed sub-school project
2. Rationale for the project
3. List of Staff
4. Curriculum outline for proposed humanities course for the sub-school

We hope these will be useful as you prepare a presentation for the School Committee. If you have any questions, please call David Swinger or myself. We look forward to hearing your response and that of the School Committee, and we are all excited about the potential in this plan.

Sincerely,
Frederick Mulhauser
For the TTT planning group

Sub-school project for the Cambridge Schools

This proposal comes from a group of teachers and administrators in the Cambridge school system and a group of faculty and advanced doctoral students at the Harvard Graduate School of Education. This combined group is asking approval of a sub-school program to begin formally in September, 1969, following a program of preparation this summer.

1. **Population to be served.** In the first year, sixty students will take part in the sub-school, all of whom will be entering ninth-graders. Three general principles will govern the method of selection decided upon:

(a) initially the selection of students should be **random**
(b) but this group should be large enough that further selection can be made to insure that the final group is **heterogeneous** on a number of factors—e.g. sex, race, ability, post-high school plans
(c) and once this heterogeneous group is identified, students and their parents should both **consent** that an individual join the project.

The staff hopes that the student body of the sub-school would be representative of the broader school population in Cambridge, and would be present voluntarily. A rough division of the student body will be as follows:

	Rindge boys	CHLS boys	CHLS girls
college prep	15	5	10
non-college prep	10	10	10

In the second year, the sub-school will accept a new group of sixty ninth graders, which added to the sixty sophomores will make a total of 120.

2. **Course of study and faculty.** Students in the sub-school will expect to go on to college and to technical schools, as well as directly to employment. Appropriate courses for each goal must thus be arranged. It is the intention of the staff to offer within the sub-school those courses which all students have in common, e.g. English, social studies, foreign language, math, and science. Other courses will be taken outside the sub-school in regular Rindge and CHLS classes. The teaching of a combined English-social studies course will be under the direction of the Harvard staff, working with the Cambridge Curriculum Directors in each area and with two regular teachers. These two teachers will work with the instruction of the sub-school classes, and on curriculum for both

the sub-school and their own departments. The proposed syllabus for this humanities course is attached. Other subjects will be taught by regular Cambridge teachers, following the usual syllabus. A list of staff is attached.

3. **Location.** At Rindge Technical School, Principal Sweeney has identified six adjoining rooms which could be made available to the sub-school (#463, 465, 401, 403, 406, 408) on the fourth floor.

4. **Student participation.** A basic premise of the sub-school will be that students ought to gain competence in directing their lives and their intellectual development. The staff believes that such competence can be fostered by active participation in—and acceptance of the responsibility for—decisions. To this end, the sub-school will develop forms of self-government in which students have genuine involvement in setting policies for the sub-school within the framework of the current rules and procedures established by the School Department.

5. **Summer program.** In order to begin planning curriculum for the humanities class and to begin to work out the self-government system for the start of school, the staff and students—insofar as both are available—will meet for six weeks in the summer. Regular teachers will be paid at 15% of their regular salary, by Harvard; students will be paid a stipend for their participation, also by Harvard. Summer sessions will begin June 30 and end August 8, and will meet from 9 a.m. to 1 p.m. daily.

6. **Financial arrangements.** Harvard agrees to provide faculty and staff for operation of the project, and consultation on curriculum for classes outside the project without charge. Harvard will also reimburse the school system for two full-time teachers (math/science and foreign language) who will work in the project for the summer and the school year, at the regular system pay scale. Further, Harvard will pay summer salaries to the cooperating English and Social Studies teachers, as mentioned before. The school system agrees to provide all books and supplies normally issued to students, to allow the project the use of library and audio-visual facilities, and to furnish the project rooms with desks, chairs, shelves, and normal equipment. A telephone for use of the project is essential, and unusual costs for it will be paid by the project, as will any other additional equipment, supplies, trips, consultants, room dividers, etc.

Harvard is budgeting funds for this sub-school for three years, or at least its present level of staffing, and the staff hopes the school would continue that long if all parties agreed that the results were beneficial. After the first year, the project would be reviewed, and a decision made on its continuation.

7. **Guidance and counseling.** The project staff agrees to perform the guidance function for the sub-school students, and has qualified staff for that purpose. The project staff also hopes to devise experimental staff group counseling settings where open discussions can take place on topics of concern to both students and staff.

Rationale for the sub-school proposal

Those proposing the sub-school believe it is important for two main reasons. In the first place, the sub-school concept embodies several significant educational trends. The events of recent months at colleges and high schools across the country show that if we ignore student voices, we do so at some risk; the dilemma facing all educators is thus how to teach responsibility in the use of power and rationality in the settlement of disputes. Without these, student revolutions will be anarchic and destructive and will alienate faculty and community, whether liberal or conservative. Practice in responsible self-government on genuine issues may be a start in the right direction. Further, the sub-school is congruent with the idea of developing a campus high school and blurring some of the distinctions between the two high schools, which we understand has been discussed in recent months. It is essential in any large unit, factory, school, army, or university, that individuals have some feeling of common purpose and shared goals, and the growing size of schools particularly in urban areas is making achievement of the humanistic values of education more and more difficult. A house plan or other such system of decentralized smaller units within the campus seems desirable both to make possible the sense of unity and to allow more easily for flexible arrangements and adaptations. In both school systems and individual schools, it is becoming more and more apparent that size can inhibit change and growth, and cannot efficiently allow for many significant choices for students. We view the sub-school as a chance to test the alternative; to see whether small size can allow both student participation and choice in a flexible setting.

In exploring such ideas, it seems appropriate that schools and universities work together, and the second main reason for this proposal is the mutual benefit for both Cambridge and Harvard in establishing a closer working relationship. The responsibilities of research and training in the university—and those of schooling in the community—are both important, but we may be able to find ways in which they can be carried on cooperatively rather than in isolation, and to this end Harvard is willing to make a three-year financial commitment. This sub-school we hope can be a model of a way in which two independent institutions can work on common concerns—a model which could be applied in other urban areas which have both school systems and nearby schools of education.

Staff — Sub-school project for the Cambridge School System*

1. Regular Cambridge Teachers
    - Pauline Demetri (CHLS, foreign language)
    - Ed Sarasin (Rindge, math/science)

2. Cooperative teachers
    - Henry Hynds (CHLS, English)
    - Bob Reagan (CHLS, Social studies)

3. Harvard Staff
    - Dr. Donald Oliver (Social Studies)
    - Arthur Blackman (Social Studies)
    - Ann Doughty (Guidance)
    - Wendy Gollub (Psychology)
    - Rogier Gregoire (Curriculum and Supervision, Computer Science)
    - Alan Lockwood (Social Studies)
    - Fritz Mulhauser (Social Studies)
    - David Swanger (English)
    - Diane Tabor (English)

*Commitments in some cases are still tentative

Humanities Course Outline

1. This course will meet the students' social studies and English requirements and will have available to it the time normally given those classes. The staff feels it is essential that two periods (and perhaps a study hall) be scheduled together for the humanities class

2. The staff has tentatively mapped four types of activity which will occur under the general heading "humanities."

   (a) The humanities core. This will be an integration of history, literature, social science, art, and music. This will be organized around broad topics in a rough chronological pattern. The topics will be:

      1. Culture and man's initiation into it
         — exploring the anthropological concept of culture and the persistent difficulty each individual has in integrating himself into it.
         — national differences in life-style
         — generation differences, in outlook, and difficulties in finding a place for one's self in time
         — processes of initiation, education, socialization

      2. Early world-views: myth and religion
         — the ancient world and its views of man and nature
         — Greek and Roman mythology as solutions to timeless problems
         — some comparisons with other cultures, e.g. traditional China or Africa
         Readings: **Odyssey, The Greek Way, The Roman Way**

      3. Cultural isolation: tribalism vs. cosmopolitanism
         — the medieval manor as an example of an isolated society, self-contained and self-centered
         — contrast a remote colony like Australia or a tribe of American Indians
         — examine the changes when these ways of life are intruded upon by the "outside" world
         Readings: **Lord of the Flies**, medieval romances and tales, ESI/EDC materials on Sudbury, Mass.

      4. Urbanization and a new economic system
         — cities grow as the Middle Ages wane and transport allows goods to flow
         — a money economy supports the revival of trade
         — life in rural areas contrasted with urban life
         Readings: **Merchant of Venice**, works of Pirenne, economic games

      5. Social change and the democratic revolution
         — internal upheavals in Russia, England, USA, crises of order
         — for contrast, examine the Old West, vigilante justice; also Greek democracy
         Readings: **Ox-Bow Incident, A Man For All Seasons**, Hobbes and Locke **Tale of Two Cities**, Crane Brinton, **Anatomy of Revolution**, excerpts from Roberts, **Oliver Wissell**, Bowen, **John Adams**

      6. Commitment to community: nations and colonies
         — nation-building within a stable country (Germany, England, Italy, etc.), rise of "national spirit"
         — colonialism abroad as the national spirit spreads
         — revolt in the colonies begins the nation-building process once again (a continuing problem)
         — problems of loyalty raised by such developments
         Readings: Fenton materials on South Africa, Harvard Unit **Book on Kenya, Cry the Beloved Country**, films ("Battle of Algiers")

7. The Age of the Machine
   - modern society analyzed by the metaphor of the machine
   - examination of the rise of industry, its effects on human affairs
   - artistic expressions of the modern spirit
   - looking at the role of the individual in a machine-oriented culture (return to the concepts of the first unit)

   Readings: 1984, Harvard Unit Book on labor, films used extensively here (Chaplin, "Modern Times," Canadian Film Board releases)

(b) The second type of activity will be **required units.** These will be short (one or two month) courses which all students must take at some time in the year. Two being planned are:
1. Writing—both practical and creative
2. Modes of literary expression—a study of types of literature in order that students understand the different tasks facing authors in different forms of expression (books read here will be selected from lists approved by National Council of Teachers of English, or National Association of Secondary School Principals).

(c) The third type of activity will be **elective units.** These will be special groups or tutorials in which individuals and groups can pursue particular interests or receive remedial help related to the core curriculum. The humanities core will continually spin off such elective units and a complete list cannot be given at this time. Topics might include:

1. Media study—examination of film, dance, drama, as media of communication

2. Creative work in many areas: film, drama, etc.

3. A study of language itself, different symbol systems and their uses in music, mathematics, etc.

(d) The last activity is the governance of the sub-school, which will take place in a number of settings and will be related to the academic work at all times. The process of forming a government is clearly appropriate for conversation in social studies, as is the reporting of news in a paper for an English class.

3. The actual daily schedule of these activities cannot be determined yet, but we hope to use a module system within the two or three periods set aside for humanities. One possible arrangement would be as follows:

		Mon	Tue	Wed	Thu	Fri
Module A	(40 min)	H	H	H	H	H
Module B	"	H	E	G	E	H
Module C	"	R	R	G	R	R

H = Humanities core
E = elective unit
G = governance meetings
R = required unit

The sub-school staff will have to work with Department Heads and Directors to insure that State requirements are met and that students in the sub-school can meet other classes at the required time.

4. The process of developing more precise outlines for units of all types will begin this summer, as the staff and students preview a wide range of materials and begin to make selections. More specific outlines and plans will be available for review by appropriate Directors at the end of the summer workshop.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation that a program be initiated for staff development for the elementary school teachers this summer as set forth in detail below: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-chairman Fitzgerald voting "Yea". Mayor Sullivan absent.

The Superintendent has been concerned for several months on how to improve the quality of education in the Cambridge Schools. Mr. Hockman and I have had many meetings, both formal and informal, with staff, with teachers, with experts, with parents and, to a lesser degree, with some students. Serious discussions on the "how" have been held. In recent weeks Mr. Hockman and I have met regularly with the Pinck Leodas Associates, until recently members of the Sterling Institute, to develop a logical approach to this problem, an approach that would be innovative and imaginative, yet realistic and possible. The following design for staff development in the Cambridge Schools has several important goals.

a. to initiate a program of staff development for the elementary school teachers of Cambridge this summer, and in doing so, to develop a model that would serve future staff development needs of the school system.

b. to establish the program in a manner that engages all of the elementary teachers in the process of selecting the summer participants. All of them will therefore have some stake in whatever is produced, and some commitment to the outcome of the summer development.

c. to increase the feeling of responsibility which teachers have or what occurs in their classrooms. This will be accomplished by enabling the participating teachers to determine the content and nature of the summer staff development activity, rather than by having it determined by the School Department administration in advance, for them.

d. Whatever the group decides to do, be it in the realm of improving through such classroom organization patterns of ungradedness, or team teaching, through curriculum development, or through programs for community schools, for example, its accountability to the School Department administration will be accomplished through presentation to them for reaction, comment, and ultimately, approval.

Operationally, the plan that we have developed is simple and straightforward. The faculty of each elementary school will elect a participant who is available for one month of summer employment by the School Department in this Staff Development Program. The criteria for their eligibility for election, and employment, include:

1. Availability for one month of summer employment.
2. Commitment to continue teaching the Cambridge Public Schools for at least one year beyond the summer of 1969, and ideally much longer.
3. Willingness, having been selected by one's colleagues, to meet for planning the summer activity, 8 to 10 times after school in April, May and June. (without extra pay).

The group, once formed, will meet under our direction at a location that is mutually agreed to, and mutually convenient, in Cambridge. We will be responsible for directing the activities, providing appropriate materials and resources, both written and in people form, that will achieve the following goals:

a. Help the members of the group to come to know one another as professional people who have assumed some responsibility for the Cambridge Schools, namely, that of the Staff Development function.

b. Identify the things they want to do. Determine their priorities. What resources, strengths exist among themselves to do this?
What other resources do they need?
Is whatever they propose to do assured of being continuous, and continuously productive for the good of the schools—not a one-time thing?
How can the process of involving other teachers be accomplished? (dissemination of a good idea)?
How can a systematic plan be developed for judging the worth of whatever they decide to do at the point where there is real pay-off?

The program that is proposed has several identifiable stages, with timing and requirements of personnel indicated:

Stage 1 **April 1-15**
Identifying Summer Group Membership
a. message from the Superintendent, statement of purpose
b. election of participants by school faculties

Stage 2 What to do this summer?
A. Pre-planning 15-20 persons
8 to 10 after school sessions — 2½ hours each
Who are we? teachers and consultant personnel
What shall we do this summer?
(curriculum development, plan in-service programs for teachers, ungradedness, team teaching, a demonstration school, community school development, others?)
Requirements: April 15-May 15; 4 or 5 after school meetings with consultant personnel, 2 or more.
B. **How do we organize ourselves to do this thing?**
What resources are needed?
space? materials? equipment?
A plan will be drawn up by the group and they will prepare a presentation to the School Department Administration for reaction, comment, and ultimately, approval.
Requirements: May 15-June 15; 5 or 6 after school meetings with consultant personnel, perhaps an entire Saturday.

Stage 3 The Summer Activity — July, August
Questions of a base of operations, housing, materials, equipment, consultant help and other resources will be worked out by the group and detailed plans will be presented to the Superintendent before the summer begins.

The development and management of this program will be accomplished by qualified consultants employed at the rate of $25 per hour in the manner indicated below. Other program costs, and particularly the employment of the teachers, are also detailed:

The employment of teachers	16,000
Materials and equipment fund, $100 per teacher	2,000

Program development and direction by consultants employed at $25 per hour	
Stage 1 and 2, not to exceed total of	2,800
Stage 3 not to exceed total of	9,400
Materials development and program planning	1,800
Other consultants, special resources, equipment as needed	800

In all aspects of this program we will involve the participants in the planning and strive to increase their perception of their strengths and needs, as well as their ability to act upon them. We do not believe in prescriptive approaches to improving instruction, for our experiences have taught us that they are only useful when they are pieces of a plan developed where the responsibility for bringing about desired change is shared by all.

The Superintendent requests that the School Committee grant permission for the implementation of this program.

Edward A. Conley
Superintendent of Schools

Mayor Sullivan in the chair.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation that a proposed summer workshop described in the following report from the Director of Language Arts be implemented during the summer of 1969: Roll Call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

TO: Mr. Edward Conley, Superintendent of Schools
Mr. David Hockman, Deputy Superintendent of Schools

FROM: Mr. Richard Phelps, Director of Language Arts

RE: A Proposed Summer Workshop — "The Development of Curriculum Guidelines in the English Language Arts For Grades K through 9"

1. Scope of Workshop — The development of broad curriculum guidelines in the English Language arts for grades K, 1, 2, 3, 4, 5, 6, 7, 8 & 9 with special emphasis on grades 6, 7, 8, & 9.

2. Professional Staff: The full time participant would include:

(The teachers selected should represent a cross-section of schools throughout the City)

(2) Reading teachers—To cover grades K, 1, 2, 3
(3) Teachers—To cover grades 4 & 5
(4) Teachers—To cover grades 6, 7, 8
(3) Teachers—To cover grade 9 with representation from both CHLS & Rindge
(12) Full Time Teachers plus the Project Coordinator—Mr. Phelps

The consultants would include:
English Dept. Chairman—CHLS & Rindge
Director of Primary Education
Guidance personnel in City's schools
A Specialist in Special Education
Director of Audio-visual Aids
A Teacher of English as a Second Language
Academic scholars in English
A Specialist in English Education
Interns in Teaching Profession

Interested P.T.A. Members
Representation of Students

3. Description of Program:
Section A. Teachers of grades K, 1, 2, & 3 cooperatively would develop sequential reading skills programs for their respective grades. This Section would work with other Sections from time to time.
Section B. Teachers of grades 4 & 5 would develop sequential curriculum guidelines in the English language arts for their respective grades. This Section would frequently meet with Section C and occasionally work with Section A.
Section C. Teachers of grades 6, 7, 8, & 9 would work as a unit in developing curriculum guidelines for sequential English language arts programs in grades 6, 7, 8, & 9. Occasionally this Section would meet with other Sections.
Section D. The teachers of English for the foreign born would work together as a unit in developing curriculum guidelines for the total program—English as a Second Language.

Each Section would determine the following factors:
(1) Develop a working philosophy for programs
(2) Pinpoint the behavioral objectives to be achieved and state the objectives in ways that communicate the intent of programs to all concerned—learners, teachers, parents, etc. . . .
(3) Plan a wide variety of activities that would help learners, learners with varying motivations and backgrounds, achieve the selected objectives.
(4) Organize content, objectives and learning processes into a sequence which facilitates learning.
(5) Develop ways to measure learner's progress toward objectives and provide feedback to learner.

More specifically, each participant would engage in the following directed activities:

Review and consider program recommendations made by teachers during this school year.
Review results of student survey taken to evaluate existing programs from their points of view.
Review recommendations by existing committee of parents, students, and teachers.
Refer to up-to-date models of curriculum guidelines used in cities.
Write curriculum guidelines to be printed and implemented.
Meet with consultants whenever it is necessary.
Visit summer schools where new programs are being implemented.
Study and recommend appropriate textbooks, paperbacks, and audio-visual aids.
Develop a list of available resource persons to help enrich programs.

The curriculum guides which are produced during the workshop would be compiled and printed in a booklet form and distributed among the teachers for implementation during the school year 1969-1970. Periodic evaluations of the guides would be made on a continual basis.

4. Duration of Workshop—20 days from July 7 to August 1, 1969
6 hours per day, beginning at 8:00 a.m.
5. Place of Workshop—One of the new elementary schools

6. Costs to School Department—

Professional staff—15 full time participants @ 800.	=	12,000.00
Consultants estimated to be		1,500.00
Special materials estimated to		800.00
		14,300.00

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on the 'calendar' for action at the next meeting the following recommended workshop in social studies:

Re: Workshop In Social Studies

The Superintendent of Schools desires to have a workshop in secondary Social Studies this summer to review and to revise the curriculum in American History and the Problems of Democracy. The revised curriculum will be tried out in the school year 1969-1970 with evaluation taking place in the spring of 1970.

The workshop will be composed of teachers from both high schools, the number not to exceed ten. The Headmaster's Assistant at Cambridge High and Latin School will serve as a co-ordinator. Five teachers will work in each of the areas.

The workshop is planned for twenty days beginning July 7, 1969 by August 1, 1969.

BUDGET

Teachers (10) at $800.00 ea.	$8,000.00
Co-ordinator (1)	1,000.00
Secretarial help	500.00
Supplies	100.00
TOTAL	$9,600.00

Edward A. Conley
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted on the following roll call to adopt the Superintendent's recommendation for a proposed summer program as outlined by the Director of Social Studies and set forth in detail below; and, further, that the program be implemented in the summer of 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

The Problem

The City of Cambridge, a city of great cultural and economic diversity, has for many years maintained excellent race relations. National movements for recognition of the Negro are reflected in the formation of an Afro-American Club at Cambridge High and Latin School.

On the other hand, national tensions created in some cities and on some college campuses have been replicated at Cambridge High and Latin School during the recent "sit-in" demonstration by members of the Afro-American Club.

The School Committee and the Administration of the Cambridge School Department are well aware that greater tensions and even violence may occur in Cambridge if immediate steps are not taken to train our teachers to cope intelligently and constructively with the social and economic problems which exist in Cambridge today.

The Approach

Cambridge has searched for the ideal method of teacher training. As a beginning, it has exposed over 40 teachers to the Tufts Program on Race and Culture in American Life. Cambridge is now seeking to develop a program of teacher training which will most dramatically and effectively make more of its teachers aware of racial unrest and economic conditions in the inner city. We believe that teachers should participate in the construction of their own teaching materials on race and poverty in the inner city because we are convinced that they will use material they themselves have designed more readily and with greater commitment.

The program is designed to afford two different experimental settings in which a) teachers learn about Race and Poverty in the inner city, b) create their own curriculum to teach a unit on Race and Poverty in the inner city and c) make recommendations regarding in-service training and curriculum design, based on their experiences, to the Cambridge School Department. This data and the teachers' recommendations will assist the Cambridge School Department to a) determine the most effective methods to train Cambridge teachers to deal with race and poverty, b) obtain the most relevant curriculum on race and poverty in the inner city, c) locate the most useful community resources and outside personnel to implement instruction on race and poverty in Cambridge classrooms.

The workshop will be divided into two groups of 10 teachers each. One group will receive an intensive field experience for one week, the other an intensive classroom experience. Each group will spend a portion of the second week of the workshop developing a two week unit on the general theme "Race and Poverty in the Inner City." For two days at the end of the second week, the groups will come together for the first time and try to combine the ideas they have developed from two very different perspectives, and to develop the follow-up, implementation, and evaluation machinery for the new unit as well as to make plans for submitting an interim report on the workshop itself.

The workshop will be evaluated for its effectiveness using pre and post tests for participating teachers with a suitable control group of non-participating teachers.

Chart #1 (following) outlines the general timetable within which the workshop will occur, and its output implemented and evaluated. Chart #2 outlines the general sequence of events for the two weeks of the workshop. Charts #3 and #4 specify the major workshop events for the first week of the workshop for the field group and the classroom group, respectively. Chart #5 outlines the general tasks for both groups for the second week of the workshop.

Classroom Group
Week One

The classroom group will study the structure of interpersonal relationships and group dynamics. They will spend eight to ten hours in a black-white confrontation. They will hear Cambridge social workers (Cambridge parents and students), Roxbury leaders in community action, private school administrators, teachers, parents and students. They will hold lengthy discussions as to what the implications are of these peoples' positions for teachers in Cambridge who are faced with devising relevant curriculum.

Field Experience Group
Week One

This group will meet for a day's instruction in observation technique and a briefing by experts on conditions in the ghetto. They will live in the ghetto and perform certain economic tasks such as pricing household goods, clothing and food. They will visit schools, talk with community and professional leaders. They will observe some of the social service agencies, and settlement houses in action. They will hear from teachers, parents, APAC leaders, and law enforcment officers.

They will attempt to record what this experience has done to them as persons and as teachers. They will begin to think in terms of the problem of transferring the reality of their experiences to a classroom situation sometimes remote from the ghetto.

Tentative Program for Second Week

Monday, Tuesday and the morning of Wednesday, participants will design a unit on Race and Poverty in the inner city. It will delineate attitudes and objectives to be reached, concepts to be taught, materials to be used, and teaching aids to be utilized. The unit will include a list of suggested activities, in which the students are to participate and field trips to be taken.

These units will be typed and given to a curriculum specialist for evaluation.

The next task of the teachers will be to discuss teacher in-service training programs in light of their diverse experiences. They will be asked to submit the methods they feel will be most successful in training Cambridge teachers to handle positively and effectively the problems of poverty and race in the inner city in Cambridge classrooms.

Thursday afternoon will be a relaxing time in which teachers will exchange anecdotes and share their reactions to certain situations which they have experienced during the last nine days of the workshop.

After dinner they will be asked to analyze what has happened to them during the workshop. They will be given self evaluation instruments to complete and be asked to record particular situations in an open-ended and anecdotal mode.

Friday morning the consultant will present his critique of the curriculum developed by the participants.

In a final two hour session the teachers will draft their recommendations to the Cambridge School Committee which will list for their consideration subject matter content of courses, student learning experiences and suggested resource people and materials to be used by Cambridge teachers in the school year 1969-70.

Implementation

Innovations will be extensive in the Cambridge design. Teachers in the classroom experience will spend more than eight hours in constant confrontation with blacks who take varied positions on the crisis in black and white relations. The primary method of training will be the group process. Using this approach, members of the experiment will become acquainted with those in the Community whose job it is to fight race discrimination and assist the impoverished. Trainees will tour Roxbury by bus and have community specialists interpret social and economic aspects which they view.

Teachers involved in the Field Experience will actually live in densely populated black areas. They will be given a survival sum of money, and be required to do comparison shopping for articles of clothing, household items and food. They will be restricted as to the amount of personal goods they can take with them. They will be assigned tasks which will expose them to the treatment by welfare agencies such as Boston City Hospital, the Police and Welfare Departments, will visit schools in action, and talk to parents and teachers of Roxbury schools.

Evaluation

A pre-test and post-test will be administered all participants. We will develop an attitudinal scale similar to Himmelstrand or Thurstone or Likert and attempt to measure degree of attitudinal changes in pre and post test results.

A test will be designed to measure the awareness of the participants regarding economic conditions in the ghetto and government economic aid programs which deal with conditions in the ghetto. We will request twenty teachers, not in the program, to take the same test, but call it a current events test. We will tell them that we are attempting to measure the degree and kind of summer reading social studies teachers do and that they will be requested to take another similar test in the fall. We hope to be able to determine which group realizes the greater growth in understanding programs and conditions of race and poverty in the inner city.

We will obtain the services of several curriculum specialists who will evaluate for effectiveness and relevance the units designed by the class and field groups.

The Cambridge Public School System is a member of the Education Collaborative For Greater Boston, a Title III Project whose other members are:

Arlington
Boston
Brookline
Concord
Lexington
Newton
Diocesan Schools.

The Collaborative is currently in the planning stage of a Race Relations Training and Curriculum Development Program for all its member systems. The Cambridge Public Schools have agreed to treat the project described in this proposal as a pilot effort in the larger program. The planning committee will utilize the evaluation results in designing the EdCo-wide training and development process.

Dissemination

The Cambridge School Department will make available all findings in reasonable amounts, to those in business and industry, social service organizations and education fields who make requests.

The Cambridge School Department will consider the implications of the findings of this study before planning extensive in-service training for teachers who will be teaching about racial diversity and economic deprivation.

Budget

Summary

Group A Week 1

Item			
	(10 Lunch, Monday) (10 Dinner, Tuesday and Wednesday — 30 total)		
1.			150.00
2.	Learning Materials		100.00
3.	Consultants—Tuesday @ 50.00 per person		500.00
4.	Consultants (Wednesday and Thursday)		750.00
5.	Training Staff 5 days		1300.00

Group B Week 1

6.	Lodging for 10 for 4 nights		480.00
7.	Breakfast (40)		50.00
8.	Lunch (50)		100.00
9.	Dinners (40)		150.00
10.	Daily Allowance		150.00
11.	Misc. Expense (Emergency)		50.00
12.	Learning Materials		100.00
13.	Consultants — Tuesday		150.00
	Wednesday		150.00
	Thursday A.M.	750.00	100.00
	Thursday P.M.		150.00
	Friday		200.00

Week 2
Group A & B

Item		
14.	Secretarial — Units	200.00
15.	Curriculum Consultant — Thursday P.M.	50.00
16.	22 Dinner Overnight and Breakfast @ 22.73 per night	500.00
17.	Consultation Fee — American Jewish Committee	1,500.00
18.	Evaluation and Reporting	500.00
19.	Miscellaneous Tape Recorders, Cameras, Transportation and Administrative Exp.	600.00
20.	Salaries @ $200.00 per week for two weeks	8,000.00
		16,380.00

Budget

Item Analysis of Budget

1. In order to establish group continuity rapport and we must have the group together at these times.

2. A basic paperback library on poverty and race as well as copies of pertinent articles will be provided each participant.

3. Ten black people identified through community service agencies of varied backgrounds and philosophies will spend a long day in confrontation with our teachers. We want to avoid "no shows" so we plan to pay them a stipend.

4. On Wednesday we wish to obtain an expert in the field of human relations to assist participants to evaluate their experiences of the previous day. We wish to obtain experts on poverty. Members of such organizations as the National Welfare Rights Organization and local civic service organizations will be sought for this role.
   On Thursday, we wish to hire the services of people like Dean Miller of Tufts, Mrs. Ellen Jackson of Exodus, Mrs. Ruth Batson of METCO, etc. to spend one half of the day with each group.

5. Two trainees from Social Dynamics of Boston will work closely with this group throughout the week to assist each member in coming to grips with a realization of what the problems of poverty and race are in the inner city.

6. This group is to live in the black ghetto. We will restrict the clothing and money that these people take with them, but we will pay for their lodging.

7. Breakfast will be provided for this group each morning because we wish to call them together for a period of orientation.

8. Members of this team will be given a fixed sum for survival. Included will be this amount for luncheon.

9. This group will meet each evening Monday through Thursday for discussions and to hear speakers. This will be a time when the participants can compare notes on their daily experiences.

10. This amount covers survival funds for transportation for the week and other minimal expenses incurred, such as a snack in the morning.

11. This item covers expenses for emergencies and miscellaneous unforeseeable expenses.

12. See Item #2.

13. We want to obtain consultants who can explore the economics of poverty, consumership, entrepreneurship, the Unity Bank, etc.
    Besides visiting many social service agencies on Wednesday we plan to obtain speakers such as Mr. Kerrigan, Mr. Hemingway, Mrs. Snowden. Along with those speakers mentioned in item #4 we hope to obtain some representatives from a good vocational educational program.
    Speakers representing parent groups from such schools as the Gibson or Timulty and teachers from these schools.
    We plan to obtain the services of a noteworthy speaker in the field of human relations such as David Cohen, Professor Pettigrew or Paul Parks to perform closure for this week.

14. Wednesday noon secretarial services will be employed to type the two complete units designed by group A and B.

15. We will hire a social studies curriculum specialist to provide the group with a critical analysis and evaluation of their units.

16. We plan to take the 20 teachers to some places where they can relax. We hope that there will be a free and profitable exchange of reactions to the experience.

17. This fee is for assistance in the general design and implementation of the program, making arrangements for speakers and resource persons and providing supervision for the two week workshop period for one of the groups.

18. This item will cover the cost of designing teacher evaluation sheets, analyzing teacher reports and presenting statistical and anecdotal data. Dissemination of this material will be made available to those who request it within reason.

19. This item will provide working materials for the group involved in the sociological field study, and with bus service to move group A to Roxbury, Group A and B to and from their culminating experience, transportation expenses for Group B when it moves after dark during the week, telephone costs, printing expenses, postage, etc.

20. This will be salary for each of the 20 teachers involved in the workshop experience, each @ $200.00 per week.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the following school calendar for the coming school year.

That the following school calendar for the school year 1969-1970 be approved:

First Term:	September 4, 1969 to December 23, 1969	75 days
Second Term:	January 5, 1970 to February 13, 1970	30 days
Third Term:	February 23, 1970 to April 17, 1970	39 days
Fourth Term:	April 27, 1970 to June 23, 1970	40 days
		184 days

1970-1971

First Term: September 10, 1970 to December 23, 1970

ORDERED:

Conforming to an order that a grievance under the terms of the contract with the Custodian's Union be referred for action and report, the Deputy Superintendent prepared the following report and on motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to accept the report and make same part of the minutes.

That a communication from Gerald P. Griffin, President of Local 1611 School Custodian's Union, relative to a grievance under the terms of the contract be referred to the Deputy Superintendent of Schools who shall, after consultation with all parties involved, be empowered to take whatever action is necessary under the terms of the existing contract and report his findings to the School Committee.

A true copy:
ATTEST. Edward J. O'Connell
Secretary of the School Committee

The letter which is attached was the agreement reached between the representatives of the Union and this office regarding establishment of schedules.

Mr. Griffin informed me that some of the custodians assigned to Rindge and to High and Latin refused to waive the provision of the contract which establishes that scheduling be on the basis of seniority.

Consequently schedules at both secondary schools will be on the basis of seniority.

Very truly yours,
David E. Hockman
Deputy Superintendent

April 7, 1969

Mr. Gerald P. Griffin
President of Local 1611
School Custodian's Union
Cambridge, Massachusetts

Dear Mr. Griffin:

The agreement which was reached with respect to the time schedule for custodians at the Rindge Technical and High and Latin Schools was the following:

1. The applicable part of the contract is Article XV paragraph four which states "choice of — schedules within a particular building shall be governed by the seniority of employees regularly assigned to that buliding."
2. The request that the custodians be permitted to deviate from that provision and to establish a rotating schedule was submitted.
3. My statement was that I could see no objection to that request providing every custodian regularly assigned to the Rindge Technical School and every custodian regularly assigned to the High and Latin School would sign such a request and would agree thereby to waive any right to a grievance on the grounds that such a rotating schedule was not "governed by the seniority of employees regularly assigned to that building."

If there is any part of this letter which is not in agreement with your understanding, will you contact me?

Very truly yours,
David E. Hockman
Deputy Superintendent

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that the Boston Herald-Traveler Repertory of Classical Drama be granted approval to use the Rindge Technical School auditorium to present its 4th season of plays from November 10 through December 13, 1969 on payment of custodian and police fees.

REPORTS OF COMMITTEES

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to present on the 'calendar' for action at the next meeting the following report of Committee on Athletics.

COMMITTEE ON ATHLETICS

Present: Mr. Good, Chairman, Mr. Solomons, Mr. Wylie, Mr. Kozlowsky, Dir. of Physical Education.

It was voted to recommend that the City Manager be requested to discuss with the City Solicitor and the Planning Board regarding the possibility of the city acquiring the land and buildings now occupied by the Dodge Chemical Company, 1611 Cambridge Street, Cambridge for use as a recreational and physical education facility for the School Department and submit his report to the School Committee at the earliest possible date.

It was voted to recommend that the City Manager be requested to prepare a report on the advisability of providing outdoor play areas adjacent to the Webster, Roberts, Longfellow, Agassiz and Fletcher Schools.

It was voted to recommend the purchase of 600 gymnasium lockers and 1000 new towels and that same be divided between Rindge Technical School quested to report to the Committee on Athletics as to the progress in securing and High and Latin as required.

I was voted to recommend that Deputy Superintendent of Schools be refolding doors for the Rindge Technical School gymnasium.

It was voted that the Director of Physical Education be requested to report to the Committee on Athletics specifically and in detail a list of appratus and equipment he would recommend purchasing for his physical education program together with approximate prices with a view to making the junior year physical education program varied and different from the preceding two years.

It was voted to recommend that the hourly wage rate for applicants for the After School intramural work be increased from $4.00 to $5.00 per hour.

It was voted to recommend that when employing future physical education teachers, that applicants be encouraged to make themselves available for at least three afternoons a week for a period of 1½ hours per day at an additional stipend of $5.00 per hour.

Recommended that at the intramural level basketball be added for all classes 4 days a week at the War Memorial Gym for High and Latin School boys and 4 days a week at the Lassman Gym for all classes at Rindge Technical School for a period of 2 hours per day for 16 days at each school. This will require additional personnel of a locker room attendant at $6.00 per day, a Director at $10.00 per day and officials at $3.00 per game for a 32-day season.

It was voted to recommend that the Superintendent be instructed to recommend the Board of Examiners to conduct the examination for the position of two Assistant Directors of Physical Education.

It was voted to recommend that Mr. Neil O'Connor be appointed baseball umpire for elementary baseball league as a stipend of $175.00 for the season to fill an existing vacancy.

It was voted to recommend approval for the following proposed Physical Education Program for girls and boys:

PROPOSED PROGRAM FOR GIRLS GRADES 5 & 6

September 15 to November 15 Indoors
One day per week 1½ hours

Activities — Kickball, Field Hockey, Line Soccer, Newcomb and Volley Ball
Locations — Harrington, Roberts, Longfellow, Fitzgerald, Morse, Peabody and Russell Gymnasiums

Harrington Gym	**Fitzgerald Gym**	**Peabody Gym**
Harrington Gr. 5	Fitzgerald Gr. 5	Peabody Gr. 5

Harrington Gr. 6
Thorndike Gr. 5-6
Putnam Gr. 5-6

Fitzgerald Gr. 6

Peabody Gr. 6
A. Lincoln Gr. 5-6
Agassiz Gr. 5-6

Roberts Gym
Roberts Gr. 5-6
Fletcher Gr. 5-6

Morse Gym
Morse Gr. 5-6
Houghton Gr. 5-6
Webster Gr. 5-6

Russell Gym
Russell Gr. 5-6
Haggerty Gr. 5-6

Longfellow Gym
Longfellow Gr. 5
Longfellow Gr. 6

GIRLS — GRADE 5-6

March 3 to May 29 Indoors and Outdoors
One day per week 1½ hours

Activities — Basketball Deck Tennis, Softball, Track and Field Events — Tee Ball, Gymnastics

Locations — Harrington, Roberts, Longfellow, Fitzgerald, Morse, Peabody and Russell School Gymnasiums

Indoors		**Outdoors**	
Mar. 3 to April 11		April 21 to May 29	
Harrington School	**6 weeks**	**Donnelly Field**	
Harrington	Gr. 5-6	Harrington	Gr. 5-6
Thorndike	Gr. 5-6	Thorndike	Gr. 5-6
Putnam	Gr. 5-6	Putnam	Gr. 5-6
Roberts Gym		**Fletcher Yard**	
Roberts	Gr. 5-6	Roberts	Gr. 5-6
Fletcher	Gr. 5-6	Fletcher	Gr. 5-6
Longfellow Gym		**Longfellow Yard**	
Longfellow	Gr. 5	Longfellow	Gr. 5
Longfellow	Gr. 6	Longfellow	Gr. 6
Fitzgerald Gym		**Rindge Field**	
Fitzgerald	Gr. 5	Fitzgerald	Gr. 5
Fitzgerald	Gr. 6	Fitzgerald	Gr. 6
Morse Gym		**M.D.C. Field**	
Morse	Gr. 5-6	Morse	Gr. 5-6
Houghton	Gr. 5-6)	Houghton	Gr. 5-6)
Webster	Gr. 5-6)	Webster	Gr. 5-6)
Peabody Gym		**Corcoran Playground**	
Peabody	Gr. 5-6	Peabody	Gr. 5-6
Lincoln	Gr. 5-6)	Lincoln	Gr. 5-6)
Agassiz	Gr. 5-6)	Agassiz	Gr. 5-6)
Russell Gym		**Russell Yard**	
Russell	Gr. 5-6	Russell	Gr. 5-6
Haggerty	Gr. 5-6	Haggerty	Gr. 5-6

BOYS GRADE 5-6

September 15 to November 15 — OUTDOORS

Activities — Flag Football — Soccer

Locations — Donnelly, Rindge, Cambridge Common, Russell E. Hoyt, Corcoran, Glacken and Magazine M.D.C. Fields

Donnelly Field
Harrington Gr. 5
Harrington Gr. 6
Thorndike Gr. 5-6
Putnam Gr. 5-6
Roberts-Fletcher Gr. 5)
Roberts-Fletcher Gr. 6)

Cambridge Common
Longfellow Gr. 5
Longfellow Gr. 6

Corcoran Field
Peabody Gr. 5
Peabody Gr. 6
(A. Lincoln Gr. 5-6
(Agassiz Gr. 5-6

Rindge Field
Fitzgerald Gr. 5
Fitzgerald Gr. 6

M.D.C. Field
Morse Gr. 5-6

Russell E. Hoyt Field
Houghton Gr. 5-6
Webster Gr. 5-6

Fresh Pond
Russell Gr. 5-6
Haggerty Gr. 5-6

BOYS — GRADE 5-6

Mar. 3 to April 11 — Indoors **April 14 to May 29 — Outdoors**

Activities — Basketball, Deck Tennis, Track, Field Events, Tee Ball, Softball and Gymnastics

Locations
Indoors — Harrington, Roberts, Longfellow, M.E. Fitzgerald, Morse, Peabody and Russell School Gymnasiums

Locations
Outdoors — Fletcher, Longfellow, Corcoran, A. Lincoln, Russell, Donnelly, Rindge and Magazine M.D.C. Fields

Indoors

Harrington Gym
Harrington Gr. 5)
Thorndike Gr. 5)+
Putnam Gr. 5)

Roberts Gym
Roberts Gr. 5-6
Fletcher Gr. 5-6

Longfellow Gym
Longfellow Gr. 5-6

Fitzgerald Gym
Fitzgerald Gr. 5
Fitzgerald Gr. 6

Morse Gym
Morse Gr. 5-6
Houghton Gr. 5-6)
Webster Gr. 5-6)

Peabody Gym
Peabody Gr. 5-6
Lincoln Gr. 5-6
Agassiz Gr. 5-6

Outdoors

Donnelly Field
Harrington Gr. 5)
Thorndike Gr. 5)
Putnam Gr. 5)

Fletcher Yard
Roberts Gr. 5-6
Fletcher Gr. 5-6

Longfellow Yard
Longfellow Gr. 5-6

Rindge Field
Fitzgerald Gr. 5
Fitzgerald Gr. 6

M.D.C. Field
Morse Gr. 5-6
Houghton Gr. 5-6
Webster Gr. 5-6

Corcoran Field
Peabody Gr. 5-6
Lincoln Gr. 5-6
Agassiz Gr. 5-6

Russell Gym
Russell Gr. 5-6
Haggerty Gr. 5-6

Russell Yard
Russell Gr. 5-6
Haggerty Gr. 5-6

ADDITIONAL TOTAL DAYS FOR YEAR		ELEMENTARY
Fall	Boys	136
Fall	Girls	144
Spring	Boys	144
Spring	Girls	180
	TOTAL	604

ADDITIONAL COSTS

2	doz. Footballs Jr. Size	@ $ 8.00		$ 192.00
2	" Soccer Balls	8.00		192.00
2	" Basketballs Jr. Size	7.00		168.00
5	" Deck Tennis Rings	1.10	ea.	66.00
5	" Soft Soft Balls	2.00		120.00
4	" Cosmos Plastic Balls	.50		24.00
2	" Softball Bats	1.50		36.00
1½	" Cosmos Plastic Bats	1.00		18.00
1½	" Sets of 12 Flag Belts	1.50	ea.	324.00
1	" Volley Balls	7.00		84.00
3	Sets of Portable Volley Ball Standards	90.00	a set	270.00
3	Volley Ball Nets	8.00		24.00
2	Doz. Kickballs	2.00		48.00
15	Plastic Field Hockey Kits	30.00	a kit	450.00
10	Doz. Pinnies	14.00		140.00
1	Doz. Whistles	.50		6.00
1	Doz. sets of Plastic Cloth Baseball bases	12.00	a set	144.00
				$2306.00

Additional Personnel Needed — Elementary

One and one-half hours per day at $5.00 per hour or $7.50 per day

For Boys—September 15 to November 15—17 work days per week X 8 weeks = 136 days

For Girls—September 15 to November 15—18 work days per week X 8 weeks = 144 days

For Girls—March 3 to May 29—15 work days per week X 12 weeks = 180 days

For Boys—March 3 to May 29—12 work days per week X 12 weeks = 144 days

604 work days at $7.50	$4530.00
Matrons at Gymnasiums—144 days X 1½ hrs. @ $3.50 per hour	756.00
Matrons at Gymnasiums—128 days X 1½ hrs. @ $3.50 per hour	672.00
	$1428.00

Director of Program (Shall be a qualified physical education teacher)	1200.00
	$9464.00

Respectfully submitted for the committee
JOHN A. P. GOOD, Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETING

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll call to adopt the Superintendent's recommendation that the teachers listed below be re-elected for a period of one year. Roll Call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

RECOMMENDED:

That the following teachers be re-elected for one year from September 1, 1969 in accordance with the Rules of the School Committee:

High & Latin
Mary I. Bradshaw
Edward J. Brady
Luise A. Cahill
Margaret M. Cassidy
Jane E. Chiurri
Alice D. Cody
Caroline M. Cunningham
Judith A. Davidson
Mary P. Davis
Gene A. D'Eca
Pauline P. Demetri
Mary J. Diehl
Patricia A. Drake
Susan C. Ellenberg
Umberto Farinato
Barbara Finlayson
Jayne P. Gralinski
Ann C. Hilferty
Dorothy R. Hirsch
Charles M. Horn
Theresa L. Kelly
Eileen P. Kennedy
Robert G. LaMontagne
Arthur Lipkin
Arthur M. Morgan
Claudio I. Mosko
Gertrude H. Mullenmeister
Nancy B. O'Connell
Doris Perella
Barbara A. Preston
Janice L. Radmer
Roslyn G. Robinson
Samuel T. Scott
Mary J. Scully
JoAnn Walther
Kathleen H. White
William F. Young

Rindge Technical
Robert E. Burns
Regina B. Cardwell
Kathleen M. Dalton
Manuel DeMello, Jr.
Samuel J. Ferraro
H. Ward Gay
Timothy F. Mahoney
William J. Mangan
Arthur J. Marchand
James P. Nolan
Joseph X. Sullivan

Abraham Lincoln
Kathleen T. Carlisle
Joanne Ginn

Agassiz
Paula W. Macias
Barbara E. Manfredi

M. E. Fitzgerald
Marsha Brown
Susan Clarke
Brenda Corcoran
Mary E. Fitzgerald
Avis Levy
Pamela A. McMurtry
Joseph A. Pagliaro, Jr.

Fletcher
Jeannette A. Ayoub
Roberta F. Montgomery

Haggerty
Rebekah L. Hoffman
Anne C. Martis
Rosalind E. Rolland

C. G. Harrington
Paul A. DeAngelis
Eileen Farrell
Marsha S. Furchheimer
Brenda Katz
Diane M. R. Medeiros
Rosemarie P. Palange
Sally Rae Viner

Houghton
Deborah B. Meyers
Patricia A. Porio

Longfellow
Gina Centrella
John Chicariello
Mary Collins
Constance P. Dagle
M. John Kawalder
John E. Kelly
Christine M. Lavey
Catherine M. McGrath
Joyce B. Patterson
Linda Spartichino

Morse
Antoinette E. DeVellis
Lawrence G. Driscoll
Olivia C. Grant
Diane M. Griffin
Andrea M. Janul
Ruth L. Mix
Joyce Y. Nolan
Carol Rodman

Peabody
Jeannette V. Gaynor
Melissa A. Hadlock
Gail A. Hall
Cele Kagan
Sarah Kenley
Charles R. Murphy
Henry A. Parker III

Putnam
Eve Odiorne

Roberts
Charles L. Brock
Diane E. Bushner
Leslie C. Feeley
Sylvia L. Kleban
Lynn W. Oberfield
Marilyn M. Pallys
David J. Walsh, Jr.

Russell
Susan Black
Joyce Everett
Marjorie Gatchell
Marilyn A. Gay
Anne Mapolski
Ruth E. Shea
Paul J. Sullivan

Thorndike
Patricia Bailey
Joan E. Boudreau
Mary E. Daly
James H. Keegan, Jr.
Roberta J. McDonnell
Susan E. Noonan
Julia A. Wallace
Deborah R. Weidner

Webster
Barbara J. Baca
Kim Chapman
Kerry Collins
Marianne Lambert
Shawna M. Muller
Carolyn A. Schneider
Stephen J. Theall
Kathleen T. Wilson
Arlene R. Stone

Lowell Street
Celeste Regione

Director of Public Relations
Albert H. Giroux, Jr.

Art Department
Phyllis Ewen
Susan E. Himmelfarb
Jane F. Sullivan

Bureau of Pupil Services
Carmen B. Albano
Martha M. Belknap
Rosalind I. Gifis
Jean T. McMahon
Elinor Wallace
Teresa A. Ragosta

Elementary French Dept.
Marilyn A. Cliff
Jane Conaway
Marjorie C. Hallissey
Aminda L. Nicoloro
Ellen A. Strain

Director of Language Arts
Richard S. Phelps

Music Department
Carmen Borgia
Joan E. TePaske

Director of Social Studies
Elizabeth R. Boyce

Physical Education
Barbara Gladstone
Michael D. Jarvis
Mary E. Mosher
Patricia Mullen
Karen Shirack

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the folllowing roll call to adopt the Superintendent's recommendation that the teachers listed below be placed on tenure. Roll Call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

RECOMMENDED:

That the following teachers, having completed successfully three years service in the Cambridge Public Schools, be placed on tenure from September 1, 1969 in accordance with the Rules of the School Committee.

High & Latin
Clara H. Barrett
Mary L. Bellefontaine
Helen R. Brownrigg
Barbara R. Cannon
Carolyn J. DeMita
Geraldine Gilligan

Rindge Technical
Donald H. Brine
Thomas A. Calabrose
Francis J. McCarthy
John P. Sennott
Ralph J. Sennott, Jr.
Robert J. Tierney

Agassiz
Elizabeth S. Kuroska

M.E. Fitzgerald
Ellen M. Varella

Fletcher
Sheila H. Keane

Haggerty
Jane A. Ryer

C. G. Harrington
M. Clare O'Connor
Ann Shulman
Georgia Zevitas

Houghton
Ella Jo Robinson

Longfellow
Susan Barnes

Peabody
Ann M. Buckley

Roberts
Doris G. Anderson
Joan H. McKeon
Muriel A. Rosenthal

Russell
Ellen P. Quirk
Pamela C. R. Stout

Thorndike
Susan L. Kreitzman
Janet E. Moynihan

Webster
Judith M. Gauthier
Jacqueline E. Hargrove
June H. Traibman

Bureau of Pupil Services
Gerald F. Shea, Jr.

Physical Education
George R. Greenidge

Director of Libraries
Charles W. Adams

On motion by Mr. Duehay, seconded by Mr. Good, it was voted on the following roll call to adopt the Superintendent's recommendation that John G. Caulfield, being the first name on the examined list, be appointed Elementary Master and assigned to the Houghton School at a salary of $13,520.00 per year effective May 1, 1969. Roll Call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "yea".

On motion by Mr. Duehay seconded by Mr. Clinton, it was voted on the following roll call to adopt the Superintendent's recommendation that the following teachers be appointed. Roll Call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Name of Teacher	Rank	Salary	To Take Effect
Carolyn Parmet	Teacher (Kdgn)	*(1)	Sept. 1, 1969
Diane L. Gordon	Teacher (Kdgn)	*(1)	Sept. 1, 1969
Marie K. Christensen	Teacher (GR1-3)	*(1)	Sept. 1, 1969
Joann Carmody	Teacher (GR1-3)	*(1)	Sept. 1, 1969
Jane E. Millard	Teacher (GR1-3)	*(1)	Sept. 1, 1969
Joan M. Sheehan	Teacher (GR1-3)	*(1)	Sept. 1, 1969
Irene C. Urbanowicz	Teacher (GR1-3)	*(1)	Sept. 1, 1969
Elizabeth W. Valdes	Teacher (GR4-8)	*(1)	Sept. 1, 1969
Susan M. Cleveland	Teacher (GR4-8)	*(1)	Sept. 1, 1969
Eileen M. Nicewicz	Teacher (GR4-8)	*(1)	Sept. 1, 1969
Carol R. Boucher	Teacher (Special Ed)	**(2)	Sept. 1, 1969
Mary J. Marro	Teacher (Special Ed)	***(3)	Sept. 1, 1969
Stephen G. Surette	Teacher (Special Ed)	***(3)	Sept. 1, 1969
Helen A. Zarecki	Teacher (English as 2nd Lang)	*(1)	Sept. 1, 1969
Elizabeth E. Lynn	Teacher (El. Science)	*(1)	Sept. 1, 1969
Marsha J. Sortman	Teacher (Art)	*(1)	Sept. 1, 1969
Sara A. Greenleaf	Teacher (Librarian)	2nd step	Sept. 1, 1969

*(1) Beginning Salary
**(2) Beginning Salary + Masters + Special
***(3) Beginning Salary + Special

Tabled Matters

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to take from the table a proposed amendment to Chap. 3 Section 10 providing that only those voting with the prevailing side may move reconsideration, as presented at the meeting of March 12, 1968. On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted that this proposed amendment be given leave to withdraw.

Awaiting Report:

Conforming to an order "that he confer with the City Manager and Director of Cambridge Hospital with a view of determining whether or not the Cambridge School Department could participate in a meaningful way in establishing a program for training nurses at the Cambridge Hospital, "the Superintendent reported that he has met with the City Manager and the Director of the Hospital and has assured them that the School Department will help in any way we can. It is the Superintendent's understanding that the Director is presently seeking federal funds for this program. The School Department will be kept informed.

NEW BUSINESS

> On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that Whereas: Joseph L.C. Santoro was appointed a teacher of Art in the Cambridge School Department in 1937, wherein his dedication and unusual ability earned him promotion to Assistant Director of Art in 1952 and Director of Art Education in 1959, and Whereas: The Cambridge School Committee takes great pride in recording that, in addition to having his work represented in the Boston Museum of Fine Arts, the New Britain (Connecticut) Museum, the First National Bank of Boston Collection, the State Street Trust Collection and the Thomas G. David Collection, Joseph L.C. Santoro is the recipient of recent National honors in two separate National Art Competitions — the Helen Oehler Award for transparent traditional water color to be presented by the century-old American Water Color Society and a gold medal to be presented by the American Artists Professional League for the best water color in a recent New York art show, Therefore, be it ORDERED: That the Cambridge School Committee is proud to commend Mr. Santoro for the great honor his splendid achievements have brought to the City of Cambridge generally and the Cambridge School Department in particular.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted that the Superintendent shall advise the School Committee as to the names, addresses and occupation of all persons who are presently absent from their duties under the provisions of Workmen's Compensation disability the date they went on compensation, the cause, and the amount received as workmen's compensation or salary or both.

Motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to convene in executive session.

On a motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll call that the persons whose names are listed below be appointed permanent part time junior clerk and typists at a stipend of $13.50 per day. Roll Call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Frances A. Murphy, 60 Highland Avenue, Cambridge
Mary T. Graham, 71 Pemberton St., Cambridge
Wanda L. Chester, 20 Camp St., Cambridge
Anne Abruzzi, 235 Webster Ave., Cambridge
Helen Hollum, 95 Pemberton St., Cambridge
Mary E. Sprague, 13 Greenough Ave., Cambridge

On a motion by Mr. Clinton, seconded by Mr. Good, it was voted on the following roll call that the persons whose names are listed below be appointed junior building custodians at a salary of $108.91 per year. Roll Call: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Peter M. Papagni, 17 Marion St., Cambridge
Frank J. Hollis, 60 Matignon Rd., Cambridge
Nicholas B. Skinner, 26 Leonard Ave., Cambridge
John A. Campbell, 38 Glenwood Ave., Cambridge
Daniel H. Lucey, Jr., 118 Amory St., Cambridge
John F. Rogers, 66 Berkshire St., Cambridge

Petition was received from Anna E. Valente, art teacher, requesting that because of ill health she be retired effective June 30, 1969 under the provisions of Section 57, Chap. 32 of the General Laws. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that her retirement be approved and the application forwarded to the Retirement Board for appropriate action.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted that whereas the School Committee notified Mrs. Alice M. Bolen and Mr. Joseph G. Ianelli, teachers on leave of absence from the Cambridge School Department, that the Cambridge School Committee would introduce an order of intent to discharge them because their leave of absence had expired and no extension having been granted, and said teachers having failed to report for duty and further, said teachers having been notified that final action would be taken at this meeting held on April 29, 1969. It is therefore ordered that Alice M. Bolen and Joseph G. Ianelli be and are herewith discharged from their positions as teachers in the Cambridge School Department.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted on the following roll call that the School Committee hereby ratifies a successor agreement with the Cambridge Teachers Association for teachers wages, hours and other conditions of their employment effective as of January 1, 1969 and to remain in effect until August 31, 1971 except that the Association shall have the right to re-open the provisions of Article IV - Salaries - for collective bargaining for the school year beginning September 1, 1970. Roll Call: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "yea"; Mr. Fitzgerald voting "Nay".

The chairman ordered placed on the 'calendar' in accordance with the rules the Superintendent's recommendation that the persons listed below be appointed teachers in the Cambridge School Department.

Superintendent's recommendation that the following persons be elected to the schools and with the rank indicated in each case effective September 1, 1969.

Name of Teacher	Rank	Salary	To Take Effect
Phyllis A. Menkes	Teacher (kdgn)	1st step	Sept. 1, 1969
Phyllis M. Rosenberg	Teacher (kdgn)	*1	Sept. 1, 1969
Eileen M. Shanahan	Teacher (kdgn)	*1	Sept. 1, 1969
Helen E. Kandrotas	Teacher (kdgn)	*1	Sept. 1, 1969
Patricia A. Byrne (Mrs.)	Teacher (kdgn)	2nd step	Sept. 1, 1969
Myrna L. Kesselman	Teacher (kdgn)	*1	Sept. 1, 1969
Katherine V. Akillian	Teacher (kdgn)	*1	Sept. 1, 1969
Constance McAllister (Mrs.)	Teacher (Primary)	*1	Sept. 1, 1969
Shirley A. Galvin	Teacher (Primary)	4th step	Sept. 1, 1969
Patricia E. Gannon	Teacher (Primary)	*1	Sept. 1, 1969
Marga S. Cooper	Teacher (Primary)	**2	Sept. 1, 1969
Anne C. Hartnett	Teacher (Primary)	5th step + masters	Sept. 1, 1969
Suzanne Abrams	Teacher (Primary)	*1	Sept. 1, 1969
Marilyn A. Kelleher	Teacher (Primary)	5th step + masters	Sept. 1, 1969
Carol A. Sites	Teacher (Primary)	*1	Sept. 1, 1969
Lois E. Sullivan	Teacher (Primary)	1st step	Sept. 1, 1969
Carol M. Asnin	Teacher (Primary)	*1	Sept. 1, 1969
Kathleen M. Keegan	Teacher (Primary)	*1	Sept. 1, 1969

Mary Anne Martino	Teacher (Primary)	*1	Sept. 1, 1969
Judith L. Cott	Teacher (Primary)	*1	Sept. 1, 1969
Eileen M. Shanahan	Teacher (Primary)	*1	Sept. 1, 1969
Susan K. Long (Mrs.)	Teacher (Primary)	1st step	Sept. 1, 1969
Mrs. Carol B. Marcus	Teacher (Primary)	*1	Sept. 1, 1969
Nancy S. Weinstein	Teacher (Primary)	1st step	Sept. 1, 1969

*1 Beginning Salary
**2 Beginning Salary plus Masters

Judith L. Milhender	Teacher (GR4-8)	*1	Sept. 1, 1969
Susan I. Schwartz	Teacher (GR4-8)	*1	Sept. 1, 1969
Donna K. Levey	Teacher (GR4-8)	*1	Sept. 1, 1969
Linda V. Daniels	Teacher (GR4-8)	2nd step	Sept. 1, 1969
Susan M. Bean	Teacher (English)	**2	Sept. 1, 1969
Elizabeth C. Reavis	Teacher (English)	**2	Sept. 1, 1969
Elaine M. Godin	Teacher (French)	*1	Sept. 1, 1969
Selina B. Schlessinger (Mrs.)	Teacher (French)	1st step + masters	Sept. 1, 1969
Henry J. Lucas	Teacher (Soc. Studies)	**2	Sept. 1, 1969
Patricia F. Murphy	Teacher (Soc. Studies)	**2	Sept. 1, 1969
Brendan J. Synnott	Teacher (Soc. Studies)	*1	Sept. 1, 1969
Joan C. Braine	Teacher (Sp. Ed.)	***3	Sept. 1, 1969
Roberta E. Saliba	Teacher (Sp. Ed.)	***3	Sept. 1, 1969
Marjorie A. Braham	Teacher (El. Science)	**2	Sept. 1, 1969
Stephen W. Schuler	Teacher (El. Science)	*1	Sept. 1, 1969
Grace L. Taylor (Mrs.)	Teacher (El. Science)	2nd step + masters	Sept. 1, 1969
Cynthia D. Saksena (Mrs.)	Teacher (Home Ec)	3rd step + masters	Sept. 1, 1969
Robert P. Kelley	Teacher (Math)	*1	Sept. 1, 1969
Patricia A. Lucas	Teacher (Art)	*1	Sept. 1, 1969
Barbara Grunbaum (Mrs.)	Teacher (German)	2nd step + masters + 24SH	Sept. 1, 1969
William F. Forster	Teacher (Phy Ed)	1st step	Sept. 1, 1969
Geraldine D. Spagnuolo	Teacher (English)	**2	Sept. 1, 1969

*1 Beginning salary
**2 Beginning salary plus masters
***3 Beginning salary plus special

School	Name of **Teacher**	**Rank**	**Salary**
Bureau of Pupil Services	Mrs. Ann Mary Shahzade	Teacher-Speech Therapist	5th step + masters
Bureau of Pupil Services	Mrs. Margaret M. Walter	Teacher-Speech Therapist	Beginning

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that Thomas P. Burns, teacher in English Department, Cambridge High and Latin School, since 1946 be appointed Director of Cambridge School Department Summer School.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adjourn.

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING Tuesday, May 6, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

There being no objection, the chairman ordered the minutes of the meeting of April 29 placed on the "calendar."

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to suspend the regular order of business.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that Mrs. Elizabeth Gill of the Cambridge Council of P.T.A.s be allowed to address the School Committee.

Mrs. Gill appeared and presented a project from the Cambridge Council of P.T.A. for establishing a typing course for 5th and 6th graders in the Cambridge Schools to be offered to schools with pupils with lowest achievement scores and highest dropout rates in high schools. Mrs. Gill presented a proposed outline and budget for such a course.

Mrs. Gill was then given permission to speak as an individual relative to the fact that a proportion of the black citizens in Cambridge has not been fairly represented in our schools and stated that there is not one black administrator in the Cambridge school system and not one black administrator or teacher in the Cambridge High and Latin School, notwithstanding the fact that we have a population of approximately 10 percent black citizens.

At the conclusion of the discussion it was voted on motion by Mr. Duehay, seconded by Mr. Solomons, that the proposals presented by Mrs. Gill be taken under advisement by the School Committee and referred to the Superintendent for report.

The chairman ordered resumption of the regular order of business.

The following order relating to the 1969 capital budget was received from the City Council:

WHEREAS: —

The 1969 Capital Budget provides a listing of the specific capital expenditures for the current budgetary year, and

WHEREAS: —

The Capital Improvements Program 1969-1970 provides a comprehensive review of the need for capital expenditures in the next few years,

NOW THEREFORE BE IT ORDERED THAT:

1. The City Council approves in principle the Capital Improvements Program 1969-1974 as submitted,

2. The City Manager be and hereby is directed to submit a comparable Budget and Program by February, 1970 recommending at that time such

changes in priorities and scheduling of projects as the needs of the City and the availability of federal, state and local funds may suggest.

Copies of Capital Improvements Program for the next five years be distributed throughout the City so that citizen groups may review it and make suggestions later this year before preparation of the 1970 Capital Budget and so that departments, commissions and authorities may review carefully their needs and develop more detailed plans for capital improvements to be included in next year's report and

4. The School Committee be requested to review the status of the Fletcher School in their schedule of priorities.

In City Council April 28, 1969
Adopted by the affirmative vote of
9 members
Paul E. Healy, Temp. City Clerk

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the Superintendent present recommendation as to the need of and proposed site for a new Fletcher School notwithstanding the fact that the proposed inner-belt route would include the present Fletcher School.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Superintendent study the various priorities as shown in the Capital Improvement Program promulgated by the City Manager and when his study has been completed the School Committee hold a special meeting, to discuss the matter of priorities with the City Manager and Director of Planning with a view of finalizing the decision of priorities; and further, that the City Council be congratulated for adopting the first Capital Improvement Program prepared within the last several years.

It was voted to accept with regret the resignation of Mr. John Splaine, building custodian at the Fitzgerald School, and a member of the School Department for 27 years and that the School Committee express to Mr. Splaine their appreciation for his long years of faithful and efficient service.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to accept with appreciation an invitation extended by the Follow Through Program to attend a dinner for public school personnel on Wednesday, May 28 at 7:00 p.m. at the Plymouth House, White Cliffs, Plymouth, Massachusetts.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from the Cambridge Association For Children With Learning Disabilities.

TO THE MEMBERS OF THE CAMBRIDGE SCHOOL COMMITTEE:

May 3, 1969

Gentlemen:

In behalf of the members of the Cambridge Association For Children With Learning Disabilities, I wish to thank you for the unanimous support you gave last Tuesday evening to Mr. Conley's proposal for a summer workshop on perceptual handicaps. As I understand it, this will be held in Cambridge for at least ten interested teachers who may care to apply and will receive credit for their participation.

It is my further understanding that they will return to their respective schools in the Fall of 1969 and conduct orientation sessions for other members of their schools' faculty. As a result, not only will our classroom teachers learn to pick out learning disability children in their own classrooms, but they will be better equipped to adapt their classwork format to the needs of these particular children.

Hopefully, in the near future our program for perceptually handicapped children in the Cambridge public schools will so expand that it will provide not only remediation in the form of special tutoring for all who are already demonstrating a learning disability, but prevention of academic failure through thorough screening on the kindergarten level to identify all perceptually handicapped children in our schools. The use of transition classes between kindergarten and first grade for some of these children should be seriously contemplated by our School Department in the very near future. Special help for others in the first grade to avoid academic failure is a must.

The Cambridge School Department hopes to obtain at least a modest amount of federal funding for the help it will give to some of our learning disability children this summer and fall. We, of Cambridge ACLD, hope that you gentlemen will make it financially possible for all of these children to be properly cared for by our School Department.

Again, thank you for your help and co-operation.

Sincerely,

Mrs. A. T. Sawyer
Chairman
Cambridge Association For Children
With Learning Disabilities

SUPERINTENDENT OF SCHOOLS REPORTS AND RECOMMENDATIONS

The Superintendent reported the marriage of Jane Gralinski, teacher at High and Latin School to Conrad C. Heede and her name will now appear on our records as Jane Heede.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to place on the "calendar" the following report received from the Superintendent relative to providing public education to physically handicapped children.

Ordered:

That the Superintendent study the problem of providing public education to physically handicapped children and further that he review any and all problems regarding the physically handicapped child; and further that the Superintendent report his findings to the School Committee later this spring.

In regard to the above order dated March 18, 1969, Public Education has been provided for physically handicapped children by the Cambridge School Department since 1929.

At that time so-called "Open Air" classes were established in the Roberts, Longfellow and Wellington Schools. The Wyman School was devoted entirely to physically handicapped children.

For those children who could not attend the school at all, the Cambridge School Department sent a teacher to the home or to the hospital.

In 1930, the Commonwealth of Massachusetts, Department of Education, made it mandatory to provide for physically handicapped children according to Section 46A, in regard to the physically handicapped.

> . . . in every town where there are five or more physically handicapped children unable to attend regular classes, but who are able to attend special classes for physically handicapped children, such children shall be given special class training upon approval by the department of education . . .

> . . . in any town where there is a child of school age resident therein, including a child classified under section forty-six, so physically handicapped as to make attendance at a public school not feasible, and who is not otherwise provided for, the school committee shall employ a teacher, or teachers, on full or part time, who shall, with the approval in each case of the departments of education and public health, offer instruction to each child in his home or at such place and under such conditions as the committee may arrange . . .

In accordance with the above regulations, during this School Year 1969-1970, the Cambridge School Department has provided instruction for thirty-seven children in their homes, four in hospitals, and eighteen in a health and adjustment class.

In addition to the above — we are providing transportation for six physically handicapped children who attend the Industrial School for Crippled Children and eight children who are attending regular grades in the Cambridge Public Schools.

PROBLEMS REGARDING THE PHYSICALLY HANDICAPPED CHILD

The physically handicapped child ideally would benefit by attending regular school classes. However, there are problems to be considered.

1. The recommendation of the physician in charge of the child is followed in regard to the advisability of school attendance.
2. It would be necessary to have a special attendant in the classroom at all times for a pupil who lacked mobility or balance, and who would require personal care in the basement.
3. In case of fire special provision would have to be made for the physically handicapped child.
4. Nurses are in the schools on a part-time basis only.
5. Although we furnish transportation by taxi for the physically handicapped, taxi drivers are not permitted to carry children in and out of the taxi into the classroom.
6. The inclusion in school of children with severe physical handicaps adds to the many responsibilities of those charged with their care.

However, it isn't possible to generalize about any one group of children who have physical problems. Each one must be judged on personal capabilities and actual limitations when considering placement. It has been and will continue to be our policy to do everything we possibly can, considering the limitations of space and personnel, to provide each child the best possible educational environment.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that up to 10 school teachers be approved to participate in the exchange program with Mass. Institute of Technology as set forth below.

HIGH SCHOOL TEACHER EXCHANGE PROJECT
MAY 1969

Proposal: A program be set up between MIT and the Cambridge Public School System to bring about 10 high school teachers to MIT under the sponsorship of the MIT Educational Studies Program.

The reasons for initiating such a project are manifold: the teacher fresh out of college is often ahead in his field; coming to MIT and being exposed to the "forefront of knowledge" will help keep a teacher interested and abreast in his field; a change of environment from the classroom will be greatly beneficial for the teacher; and finally, many channels of communications will be opened up.

The MIT Educational Studies Program will be responsible for finding professors interested in serving as guides for the high school teacher while they are at MIT, and general liaison between the Cambridge Public Schools and MIT once the program is underway. The Cambridge Public Schools will be responsible to arrange for one afternoon per week to be free of teaching duties for the teachers in the exchange. The individual MIT departments and the MIT administration will be responsible for arranging to make the high school teachers official guests of these departments, or any other appropriate mechanism to allow the teachers to be at MIT legally.

Professors serving as guides will be responsible for planning with the teacher a program appropriate for the teacher at MIT. Such a program could include weekly discussions on some relevant topic with the professor and/or his students, an independent research project, learning how to use various pieces of apparatus and performing simple experiments with the apparatus, the teacher taking up reading in an area and discussing his reading with someone at MIT, or the professor and/or his students helping the teacher on some demonstrations, or problems for the teacher's class.

All administrative costs will be borne by the MIT Educational Studies Program. All project costs will be borne by the professors concerned.

If approved, the project should come up for formal review in January, 1970.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that Education Collaborative be granted permission to arrange a camping program in June for its members. Cambridge's quota is 26 seventh grade boys to be divided into two groups of 13. The first group from Cambridge will participate the first or second week in June; the second, hopefully, the last week of the month. The boys selected for the first assignment will be students who are doing better than average school work. Moreover, it is to be understood by students that regular class work must be made up. Parental permission would be obtained.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll call to adopt the Superintendent's recommendation that Education Collaborative be granted permission to offer mini-grants to teachers of participating school systems. The purpose of this proposal is to develop innovative programs beneficial to their school system and to share the results of their grants with the other 6 participating school systems. Each of the participating school systems is requested to contribute $400 to finance the program. The Superintendent further recommends that $400 be charged to the Research and Innovation Project in the School Department budget for 1969. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yes."

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to place on the calendar bids received from contractors for alterations at the Abraham Lincoln School.

There being no objection the chairman ordered placed on the "calendar" the Superintendent's recommendation as set forth below for proposal for establishment and funding of a course in computer sciences to be offered at Rindge Technical School beginning in September, 1969:

A PROPOSAL FOR THE ESTABLISHMENT AND FUNDING OF A COURSE IN COMPUTER SCIENCES TO BE OFFERED AT THE RINDGE TECHNICAL SCHOOL IN CAMBRIDGE BEGINNING IN SEPTEMBER, 1969

This proposal is a sequel to the work-study program which was begun in February, 1968 by the National Aeronautics and Space Administration and the Rindge Technical School. The work-study program is currently in its second year and is generally considered by both participants to be successful.

As a result of the work-study experience, the NASA Electronics Research Center (ERC) has been prompted to suggest that the Cambridge School Department institute a four-year curriculum in Computer Science. At the suggestion of the NASA ERC Equal Employment Opportunity Committee began in June, 1968 between members of the Cambridge School Department and NASA ERC to explore the feasibility of establishing such a course of study.

At the heart of the proposed program is, on the one hand, a modification of the existing science and math curricula in the high schools and, on the other hand, a work-study laboratory arrangement with NASA ERC, Honeywell, and other computer companies. The course of study will begin in the ninth grade, will be integrated with the science and math curricula in the existing Electronics course at Rindge Technical School, and will lead to a diploma in Computer Sciences upon graduation. The opportunity for advanced study in computer science will be available in the two post-high school years of the Rindge Technical Institute. Such a course will help fulfill a pressing manpower need in the rapidly growing computer field (e.g., computer programmers, computer technicians), and at the same time will provide employment opportunity for high school students and graduates who may otherwise be employable only at a level below their natural ability.

Program Objectives:

The objectives of the proposed program fall within the general desire of the collaborators to provide Cambridge students with a means to achieve meaningful social adjustment and upward social and economic mobility.

Specifically,

1. The course in Computer Sciences is designed to insure the continuing development of the students' basic skills in reading, writing, speaking, mathematics, and science.

2. At the beginning level of instruction the matter of the course will deal mainly with the learnings associated with the operation of computing devices. From this level of achievement the student would progress to the programming phase of instruction.

3. It is intended that the students who elect to do so reach a degree of skill and achievement which will enable them to enter the field of employment upon graduating from the twelfth grade as operators or programming trainees.

4. It is intended that the course expose the students to the opportunities available in many areas of technology and business to people who graduate from high school and who do not plan to enter immediately upon a program of advanced study.

5. It is also intended that through their studies in Computer Sciences the students gain a fuller appreciation of the value of their in-school training and its application to the ever-increasing range of occupations and learning.

6. Work-study situations will be available to the students who want them in order to stimulate the students further and to encourage them to apply and increase the skills they learn in the classroom and laboratory.

7. The course is designed to lead directly into study at the technical institute level.

8. From the curriculum development in grades 9-12 a sequence of studies appropriate to grades 13 and 14 will be formulated.

The Curriculum:

A detailed examination has revealed that the curricula of both high schools in ninth and tenth grades already encompass much that is directly applicable to an introductory course in computer technology. In the area of general education (fundamental communications skills) this observation is valid for grades eleven and twelve as well.

The departure from the existing curricula occurs mainly in science and mathematics. Tentative changes include the following (based on changes in the Rindge Technical School Electronics course):

Freshman Year: Modify Algebra I to Algebra I (revised) which will include Sets and Classes, Group Theory, Symbolic Notation, Boolean Algebra, and Number System. Basic parts of Algebra I will be retained.

Sophomore Year: Replace Freehand Drawing II and Mechanical Drawing II with Business Math and General Accounting.

Junior Year: Modify Algebra II to Algebra II (revised) which will include additional Boolean Algebra. Replace Electronics I with Computer Electronics. Replace Electricity II with Fortran Programming or Cobol Programming.

Senior Year: Replace Electricity III with Computer Systems. Replace Electronics II with Cobol Programming and either Assembly Programming (Busines Oriented) or Assembly Programming (General). Add a work-study laboratory in computer systems on industry-owned hardware (e.g., NASA ERC, Honeywell, or IBM).

The proposed four-year curriculum appears in Appendix A.

The Teaching Staff:

The teaching staff for the Computer Sciences course will come from the regular faculty at the Rindge Technical School and the Cambridge High and Latin School. Personnel for the course will be trained on an in-service basis by the computer companies. Training courses are already being offered by Honeywell and IBM at their own expense. If ten people want instruction, the computer companies will send an instructor to the school.

Management:

This curriculum will be managed in the same manner as the other courses which are presently being offered in the Rindge Technical School. The supervisory personnel at the school level will consist of headmaster and assistants, directors, department heads and teachers. In order that this program may remain sensitive to changes in practice and applications, it is further proposed that an advisory committee composed of School Department personnel and professionals in the field be established. The principal function of this committee would be one of effecting a continuing liaison between the School Department and the NASA organization.

APPENDIX A

Proposed Computer Science Curriculum for the Rindge Technical High School

Freshman Year

	Periods/wk	Credits
English I	5	8
Civics	5	6
Algebra I (revised)	5	8
Physical Science	5	6
*General Shop I	2½	4½
*Mechanical Drawing I	2½	2
Health/Physical Education	5	6
	30	40½

Sophomore Year

	Periods/wk	Credits
English II	5	8
World History	2½	4
Plane Geometry	5	8
Physics I	5	8
*Business Math	5	4
*General Accounting	5	4
General Shop II	2½	4
Introduction to Computers	2½	4
Physical Education II	2½	2
	35	46

Junior Year

English III	5	8
U.S. History	5	8
Algebra II (revised)	5	8
Physics II	5	8
Computer Electronics	5	4
Fortran Programming or Cobol Programming	5	4
	30	40

Senior Year

English IV	5	8
Problems of Democracy	5	8
Computer Systems	5	4
Cobol Programming	5	4
Assembly Programming (Business Oriented) or Assembly Programming (General)	5	4
Algebra and Numerical Trigonometry	5	8
Computer Lab (work-study)	—	4
	30	40

*Denotes a one semester course

Note: At the conclusion of the Freshman Year, the IBM Programming Aptitude Test (or equivalent) will be given and the students will be advised on their future courses accordingly.

APPENDIX B
Computer Laboratory Costs[1]

A. Computer Rental Costs

The typical computer configuration, frequently found in other schools has a rental cost of about $2,640 per month or $31,680 a year. This includes 12,000 words of memory and 3 tape units each capable of handling 8,000 characters a second. Fortran, Cobol, and Assembly language programming can be accomplished. Offered without additional charge are the general accounting, general ledger, payroll, accounts payable, accounts receivable, student scheduling, and attendance programs.

B. Printed Circuit Board Equipment

Etching Equipment	$ 200*
Exposure	50
Light Table	50*
Photo Lab Charges (60 Printed Circuit Boards)	700
	$1,000

C. Soldering and Wire Wrapping Equipment

15 Soldering Irons and Associated Equipment	$ 150*
4 Wire Wrappers	200
	$ 350

D. Test Equipment

4 Hewlett Packard Regulated Power Supplies, Model 6215A	$ 360*
1 Digital Equipment Corp. "Computer Lab"	445*
1 Hickok Scope CR 05000	650*
	$1,455

E. Materials

100 Mixed Integrated Circuits	$ 250
100 I.C. Sockets	100
50 Sq. Ft. Copper Clad Boards	50
	$ 400

These estimates are based on classes of 15 persons being separately involved in activities A, B, C, D, or a total involvement of 60 people.

Sub Totals:	Permanent equipment ("*" items)	$ 2,055
	Recurrent expenses per year	
	a. Computer rental	31,680
	b. Non-reusable materials	1,150
		$34,885

Cost per student (60 students) for first year — $581.42

[1] Compiled by the NASA ERC Advisory Committee

COMPUTER LABORATORY COSTS

A. Computer Rental Costs

Most of the high schools in this vicinity which have introduced courses in computer sciences and who have their accounting and management information processed by computer have settled on the Honeywell-110. These schools include New Bedford, Winchester, Arlington Tech and Cumberland, R.I. The cost of the rental of the "110" is about $2,100 a month. This includes 16,000 words of memory and 4 tape units each capable of handling 8,000 characters a second. Fortran, Cobol and Assembly language programming can be accomplished with this computer. Offered free with the computer are the general accounting, general ledger, payroll, accounts payable, accounts receivable, student scheduling, attendance programs. It is recommended that an order be placed during late 1968 to save approximately 15%, a scheduled increase in price in 1969. This order is not binding. It takes approximately six months for delivery.

B. Printed Circuit Board Equipment

Etching Equipment	$ 200
Exposure	50
Light Table	50
Photo Lab Charges (60 P.C. Boards)	700
	$1,000

C. Soldering and Wire Wrapping Equipment

15 Soldering Irons and Associated Equipment	$ 150
4 Wire Wrappers	200
	$ 350

D. Test Equipment

4 Heath Kit Vacuum Tube Voltmeter Kits, Model 1M-11	$ 115
4 Heath Kit Volt-Ohmmeter Kits, Model MM-1	120
1 Heath Kit Waveform Generator Kits, IG-82	216
4 Hewlett Packard Regulated Power Supplies, Model 6215A	360
1 Digital Equipment Corp. "Computer Lab"	445
2 Heath Kit Scope Kits, Model 10-14	508
1 Hickok Scope, CR 05000	650
4 Benches	361
	$2,800

E. Materials

100 Mixed Integrated Circuits	$ 250
100 I.C. Sockets	100
50 Sq. Ft. Copper Clad Boards	50
	$ 400

These estimates are based on classes of 15 persons being separately involved in activities A, B, C, D, or a total involvement of 60 people.

APPENDIX C

Collaborating Personnel

NASA ERC Advisory Committee:

Mr. Remus N. Bretoi
Chief, Special Projects Office
Mr. Theodore V. Efstathiou
Chief, Computer Systems Branch, Computer Services Division
Mr. John Dumanian
Aero-Space Computer Branch, Computer Research Division
Mr. Frank Tung
Chief, Computer and Guidance Technology Division

Consultant to NASA ERC Advisory Committee:
Mr. James N. Jackson
Manager, Training and Development
Honeywell Computer Control Division

Cambridge School Department representatives:
Mr. Robert R. Sweeney
Headmaster, Rindge Technical School
Mr. David C. Hall
Assistant to Mr. Sweeney
Mr. Joseph G. Sateriale
Director of Mathematics

Consultant to Cambridge School Department representatives:
Mr. Spencer MacDonald
Lecturer on Education
Harvard Graduate School of Education

	Per.	Credit
10th year — Introduction to Computers	2½	2

A. Computer Systems

1. Block Diagram of a Computing System
2. Internal Representation of Information
    a. Binary
    b. Extended Binary Coded Decimal
    c. Binary Coded Decimal
    d. Binary Arithmetic
    e. Hexidecimal Representation
    f. Octal Representation
    g. Conversion from One Number System to Another
3. Peripherals
    a. Card Reader/Punches
    b. Punched Paper Tape Reader/Punches
    c. Magnetic Tape
    d. Disk
    e. Drum

B. Overview of Computer Problem Solving

1. Defining the Problem
    a. Job Description
    b. Input Information
    c. Processing Procedures
    d. Output Information
2. Analyzing the Problem
    a. Decision Tables
    b. Flowcharts
3. Programming the Problem
4. Solving the Problem with the Computer
5. Documenting the Problem

C. Programming

1. Language Concepts
    a. Machine Independent Types
    b. Assemblers
    c. Object (binary)
2. Cobol
3. Fortran
4. P/1 and Others
5. Subroutines

D. Solving the Problem
1. Organization of the Computer

E. Documenting A Program
1. Run Manuals
2. Console Run Books

	Per.	Credit
11th year — Fortran Programming	5	4

A. Introduction to Basic FORTRAN
1. Definition
2. Uses
3. Limitations

B. Arithmetic Operations and Expressions
   1. Four arithmetic processes
   2. Exponentiation
   3. Arithmetic Operators

C. Introduction to FORTRAN Arithmetic
   1. Formula in FORTRAN
   2. Fixed point in arithmetic, constants, and variables
   3. Floating point arithmetic, constants, and variables

D. Arithmetic Functions and Statements

E. Basic Control Statements
   1. Go To
   2. If
   3. Do Statement
   4. Stop, Pause, Call Exit, End

F. Flow Charting

G. FORTRAN Coding Sheet

H. Preparation Into Computer Input Medium

I. Sample FORTRAN Problem

J. Student Problem
   1. Input/output statements supplied by instructor
   2. Students write the statements to solve the problem

K. Input/Output Statements
   1. Read, write and format statements

L. Other FORTRAN Techniques
   1. Arrays
   2. Subscribed variables
   3. Do statement
   4. Dimension statement
   5. Logical statements

	Per.	Credit
12th year — General Assembly Language Programming	5	4

A. Binary and Octal Arithmetic

B. Number Representation and Associated Arithmetic
   1. 1's Complement
   2. 2's Complement
   3. Sign and Magnitude

C. Design of a Typical Machine
   (I would suggest block diagram, fairly simple — to be used to illustrate registers and interactions between 1/0, processor and memory units.)

D. Machine Language using simple hypothetical instruction repertoire and machine

E. Introduction to Symbolic Assembly Language using simple repertoire,

to explain assembler operation (LOAD, STORE, ADD, SUBTRACT, HALT, for example)
   1. Field Definitions (Label, Op-Code, Address)
   2. Assembler Operation (2 pass)

F. Extend Instruction Repertoire
   1. Jump and Skip Instructions (illustrating ability to test conditions and to loop)
   2. Logical Instructions — AND, OR, EXCLUSIVE OR AND COMPLEMENT (if available on machine)
   3. Some Assembler Pseudo-Operations (Only Those Necessary to Working Problems)
      a. Block Storage (arrays and lists)
      b. Macros
      c. End
      d. Others which seem necessary
   4. Indexing
      a. For Iteration
      b. For Address Modification
   5. Shift Instructions
   6. Arithmetic (ADD, SUBTRACT, MULTIPLY)
      a. Overflow
      b. Underflow and Scaling
   7. Indirect Addressing
   8. Subroutines
   9. Input-Output to Simple Devices such as Paper Tape Reader and Punch (Mention should be made of various codes — bi-octal, BCD, etc.)

G. Relocatable Programs and Loader Functions (Loaders in general may have to be mentioned after E, as well as a few utility programs, but seems advisable to keep this as simple as possible)

H. Library Programs (Only if time allows)
   Suggested Problems:
      Searching and Sorting
      Pattern Recognition
      Packing and Unpacking Data

It is suggested that a Honeywell DDP-124 or a DEC PDP-8 would be extremely good learning machines since their instruction repertoires are manageable while representative of all computers.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that students in the 8th grades be granted permission to voluntarily participate in an essay contest sponsored by the Irish American Association of Middlesex County.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the report of the Staff Council on Personnel Development spread in its entirety in the minutes of the meeting of April 29, 1969 whereby it was voted to amend the Staff Council rules by inserting the following:

"Graduate Level: Courses should be at a graduate level in an accredited college or university.
Three of each block of fifteen required credits may be obtained through Cambridge School Department sponsored in-service training courses on Personnel Development."

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation to provide a workshop in secondary school studies this summer to review and revise the curriculum in American History and the Problems of Democracy at a cost not to exceed $9,600.00: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea."

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to adopt a proposal for a pilot project between the Cambridge School Department and the Harvard Graduate School of Education, said proposal having been spread in its entirety in the minutes of the meeting of April 29, 1969; and further, that the name of the proposed project be changed from "Sub School" to "House School."

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll call to adopt the report of the Sub-Committee on Athletics spread in its entirety in the meeting of April 29, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mayor Sullivan voting "Yea." Mr. Wylie is recorded as voting "Yea" except with respect to the recommendation for two (2) Assistant Directors of Physical Education on which item he is recorded as voting in the Negative.

On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted on the following roll call to adopt the Superintendent's recommendation presented at the meeting of April 29, 1969 that the persons whose names are listed below be appointed teachers in the Cambridge School Department effective September 1, 1969: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Clinton and Mr. Solomons voting "Present." The rules having been suspended, a motion by Mr. Fitzgerald, seconded by Mr. Good to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

Superintendent's recommendation that the following persons be elected to the schools and with the rank indicated in each case effective September 1, 1969.

Name of Teacher Rank Salary To Take Effect

Name of Teacher	Rank	Salary To Take Effect	
Phyllis A. Menkes	Teacher (Kdgn)	1st step	Sept. 1, 1969
Phyllis M. Rosenberg	Teacher (Kdgn)	*1	Sept. 1, 1969
Eileen M. Shanahan	Teacher (Kdgn)	*1	Sept. 1, 1969
Helen E. Kandrotas	Teacher (Kdgn)	*1	Sept. 1, 1969
Patricia A. Byrne (Mrs.)	Teacher (Kdgn)	2d step	Sept. 1, 1969
Myrna L. Kesselman	Teacher (Kdgn)	*1	Sept. 1, 1969
Katherine V. Akillian	Teacher (Kdgn)	*1	Sept. 1, 1969
Constance McAllister (Mrs.)	Teacher (Primary)	*1	Sept. 1, 1969

Shirley A. Galvin	Teacher (Primary)	4th step	Sept. 1, 1969
Patricia E. Gannon	Teacher (Primary)	*1	Sept. 1, 1969
Marga S. Cooper	Teacher (Primary)	**2	Sept. 1, 1969
Anne C. Hartnett	Teacher (Primary)	5th step +masters	Sept. 1, 1969
Suzanne Abrams	Teacher (Primary)	*1	Sept. 1, 1969
Marilyn A. Kelleher	Teacher (Primary)	5th step +masters	Sept. 1, 1969
Carol A. Sites	Teacher (Primary)	*1	Sept. 1, 1969
Lois E. Sullivan	Teacher (Primary)	1st step	Sept. 1, 1969
Carol M. Asnin	Teacher (Primary)	*1	Sept. 1, 1969
Kathleen M. Keegan	Teacher (Primary)	*1	Sept. 1, 1969
Mary Anne Martino	Teacher (Primary)	*1	Sept. 1, 1969
Judith L. Cott	Teacher (Primary)	*1	Sept. 1, 1969
Eileen M. Shanahan	Teacher (Primary)	*1	Sept. 1, 1969
Susan K. Long (Mrs.)	Teacher (Primary)	1st step	Sept. 1, 1969
Mrs. Carol B. Marcus	Teacher (Primary)	*1	Sept. 1, 1969
Nancy S. Weinstein	Teacher (Primary)	1st step	Sept. 1, 1969
Judith L. Milhender	Teacher (Gr. 4-8)	*1	Sept. 1, 1969

*1—Beginning Salary
**2—Beginning Salary plus Masters

Susan I. Schwartz	Teacher (Gr. 4-8)	*1	Sept. 1, 1969
Donna K. Levey	Teacher (Gr. 4-8)	*1	Sept. 1, 1969
Linda V. Daniels	Teacher (Gr. 4-8)	2d step	Sept. 1, 1969
Susan M. Bean	Teacher (English)	**2	Sept. 1, 1969
Elizabeth C. Reavis	Teacher (English)	**2	Sept. 1, 1969
Elaine M. Godin	Teacher (French)	*1	Sept. 1, 1969
Selina B. Schlessinger (Mrs.)		1st step +masters	Sept. 1, 1969
Henry J. Lucas	Teacher (Soc. Studies)	**2	Sept. 1, 1969
Patricia F. Murphy	Teacher (Soc. Studies)	**2	Sept. 1, 1969
Brendan J. Synnott	Teacher (Soc. Studies)	*1	Sept. 1, 1969
Joan C. Braine	Teacher (Sp. Ed.)	***3	Sept. 1, 1969
Marjorie A. Braham	Teacher (El. Science)	**2	Sept. 1, 1969
Stephen W. Schuler	Teacher (El. Science)	*1	Sept. 1, 1969
Grace L. Taylor (Mrs.)	Teacher (El. Science)	2d step +masters	Sept. 1, 1969
Cynthia D. Saksena (Mrs.)	Teacher (Home Ec.)	3d step +masters	Sept. 1, 1969
Robert P. Kelley	Teacher (Math)	*1	Sept. 1, 1969
Patricia A. Lucas	Teacher (Art)	*1	Sept. 1, 1969
Barbara Grunbaum	Teacher (German)	2d step +masters +24SH	Sept. 1, 1969
William F. Forster	Teacher (Phys. Ed.)	1st step	Sept. 1, 1969
Geraldine D. Spagnuolo	Teacher (English)	**2	Sept. 1, 1969

*1—Beginning Salary
**2—Beginning Salary plus Masters
***3—Beginning Salary plus Special

School	Name of Teacher	Rank	Salary
Bureau of Pupil		Teacher —	5th step

Services	Mrs. Ann Mary Shahzade	Speech Therapist	+masters
Bureau of Pupil Services	Mrs. Margaret M. Walter	Teacher — Speech Therapist	Beginning

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation as presented at the meeting of April 29, 1969 that Thomas P. Burns, teacher in the English Department at Cambridge High and Latin School, be appointed Director of the Cambridge School Department Summer School: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

Awaiting Report:

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to place on the "calendar" for executive session the Superintendent's report relative to personnel on Workmen's Compensation.

Mary A. Devereaux
3 St. Gerard Terrace, Cambridge

Cafeteria Helper. Out since April 24, 1967 (used up sick leave).

WORKMEN'S COMPENSATION PAID

June 8, 1967-June 25, 1967	$ 118.88
September 7, 1967-April 26, 1969	4,056.74
TOTAL	$4,175.62

Was paid salary summer of 1967 (when no school), $721.13. Cause: Developed chest and stomach pains from heavy lifting at Rindge Cafeteria.

Margaret A. McDonnell
5 Benton Road, Medford

Cafeterial Helper. Out since March 2, 1965 (used up sick leave).

WORKMEN'S COMPENSATION PAID

March 29, 1965-April 26, ? ? ? ?	$11,302.58

Cause: Injured back and shoulder at Rindge Cafeteria.

Salvatore A. Trioli
131 Sherman Street, Cambridge

Junior Custodian. Hurt on March 8, 1969 but worked March 8, 1969 and March 9, 1969, had no sick leave available.

WORKMEN'S COMPENSATION PAID

March 10, 1969-April 26, 1969	$692.55

Cause: Strained upper back and groin while trying to open up steam valve.

Catherine Shaughnessy
80 Orchard Street, Cambridge

Permanent part-time Junior Clerk Typist. Hurt on November 14, 1968 — had no sick leave left as used up previously.

WORKMEN'S COMPENSATION PAID

November 15, 1968-April 26, 1969 .... $1,467.00

Cause: Struck left temple on wall bracket attached to side of cabinet.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to convene in executive session.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll call to ratify the proposed successor agreement with the Cambridge Teachers Association: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea." Mr. Fitzgerald voting "Nay."

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Kathleen Fitzgerald, teacher at the Roberts School, be granted leave of absence without stipend from September 1, 1969 to June 30, 1970 for personal and professional reasons.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that Nancy S. Melcher, teacher at Fitzgerald School, be granted leave of absence without salary from September 1, 1969 to June 30, 1970 for the purpose of accepting a teaching assignment with the U. S. Government in Japan.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to suspend the rules relative to the appointment of teachers.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation that the effective date for the appointment of Mary Shahzade and Margaret M. Walter as speech therapists assigned to the Bureau of Pupil Services whose appointments were approved at this meeting, shall be January 13, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

The chairman ordered placed on the "calendar" in accordance with the rules the Superintendent's recommendation that the following persons be rules the Superintendent's recommendation that the following personnel be appointed teachers in the Cambridge School Department effective September 1, 1969 at the salary step indicated.

NAME	RANK	SALARY
Mrs. Eugenia F. Gomes	Teacher (Kdgn)	*1
Amy T. Doherty	Teacher (Kdgn)	*1
Martina B. McCarthy	Teacher (Primary)	3d step
Sharon Prizant	Teacher (Primary)	1st step
Deborah Ann Melia	Teacher (Primary)	*1
Arlene Goldsmith	Teacher (Primary)	*1
Diane Marie Martin	Teacher (Primary)	*1
Pamela R. Salisbury	Teacher (Gr. 4-8)	**2
Barbara Kirshenbaum	Teacher (Gr. 4-8)	*1
Susan Mary Nixon	Teacher (Gr. 4-8)	*1
Margaret M. Reardon	Teacher (Gr. 4-8)	*1
Beryl Zimet	Teacher (Gr. 4-8)	1st step
Patrick J. Murphy	Teacher (Gr. 4-8)	**2

Timothy E. Murphy	Teacher (Gr. 4-8)	*1
Claire P. Hall	Teacher (Gr. 4-8)	*1
Mrs. Sandra L. Unsworth	Teacher (Gr. 4-8)	*1
Mrs. Helen L. Mavrides	Teacher (El. French)	6th step
Dianne P. Luboff	Teacher (Math)	1*

*1 — Beginning Salary
**2 — Beginning Salary plus Masters

The chairman ordered placed on the "calendar" as required by the rules the Superintendent's recommendation that the following persons be appointed to the position of Administrative Assistants. These candidates have been chosen based on resumes, personal knowledge and the needs of the system. The Superintendent believes their qualifications are outstanding and will provide the School Department with recruitment and personnel team:

Roger F. O'Sullivan, teacher at Rindge Technical High School
Helen F. Danc, teacher at the Morse School

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to adjourn.

ADJOURNED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
Official Report

REGULAR MEETING Tuesday, May 20, 1969

Members Present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Vice-Chairman Fitzgerald in the chair during temporary absence of the Mayor.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to recess this meeting for 30 minutes for the purpose of hearing group of students from Mass. Institute of Technology. At the conclusion of the discussion the chairman declared time for recess having expired, called the meeting to order in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve as presented the minutes of April 29, 1969 and May 6, 1969.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to accept with thanks an invitation to attend a meeting of the Cambridge Association for Children With Learning Disabilities on June 5 at 8:00 p.m. in the library of the Christ Church Parish House, Cambridge.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to accept with regret the resignation of Mary C. Andrews, permanent part time clerk assigned to the High and Latin School effective May 30, 1969.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to accept with thanks the invitation from Veterans' Services to participate in the Memorial Day parade on Monday, May 26, 1969.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent presented for the information of the committee a progress report from the Committee on Race Understanding.

The Superintendent presented the following report relative to St. Francis of Assisi Parochial School:

As a result of a conference with the City Manager, with the Pastor of St. Francis Church and the Superintendent of Schools, the following agreement was reached, subject to the approval of the School Committee and the City Council.

The City will lease the school from September, 1969 until the new Robert F. Kennedy School is completed.

The additional expenditure, which could not have been foreseen when the original budget of the School Department was approved, will be submitted for inclusion in the 1969 budget of the School Department.

Effective September 1, 1969 the School Department will asume responsibility for the education of the pupils presently attending St. Francis School whose residence is in Cambridge.

It is recommended that for purposes of identification, the interim name of the school be THE GORE STREET SCHOOL.

It is recommended that for purposes of administration the school be placed under the Master of the Putnam School and that a full time Sub-Master be appointed for the school.

Budget for the GORE STREET SCHOOL to cover the period September 1, 1969 through December 31, 1969:

A-1	Salaries	$36,400.00
B-8	Light and Power	500.00
B-10	Rent	8,000.00
D-3	Fuel	600.00
D-18	Textbooks	4,500.00
	TOTAL	$50,000.00

Edward A. Conley
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll call that

WHEREAS:
St. Francis of Assisi Parish in East Cambridge has notified the Cambridge School Committee that it will discontinue operation of the parochial school known as St. Francis of Assisi Parochial School and

WHEREAS:
The Cambridge School Committee will have to absorb Cambridge resident pupils of the aforementioned parochial school, which will necessitate the leasing of the building now occupied by said parochial school subject to approval of the City Council and the School Committee, and

WHEREAS:
Additional expenditures will have to be borne by the School Committee for the operation of this building which expenses could not have been foreseen at the time of the 1969 budget was promulgated. Therefore, it is

ORDERED:
That the City Manager recommend to the City Council prior to the setting of the tax rate, the following supplementary School Department budget:

Schedule A-1	Salaries	$36,400.00
B-8	Light & Power	500.00
B-10	Rent	8,000.00
D-3	Fuel	600.00
D-18	Textbooks	4,500.00
	TOTAL	$50,000.00

Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-chairman Fitzgerald voting "Yea". Mayor Sullivan absent.

On motion by Mr. Good it was voted that the Cambridge School Department assume responsibility for the education of pupils presently attending St. Francis of Assisi School whose residence is in Cambridge, and further, for the purpose of identification the interim name of the school be the Gore Street School and for purposes of administration the school be placed under the Master of the Putnam School and a full-time Sub-master be appointed for the Gore Street School.

There being no objection the chairman ordered made part of the minutes the following report on drop-outs:

With reference to the tabled motion concerning potential and actual drop-outs, be advised:

> That a weekly plan to identify and report on potential and actual drop-outs was established on 3/12/69. Each week the Riverside Center of the Cambridge Economic Opportunity Committee is notified. Feedback on the first group of drop-outs reported had been returned as per letter to the Deputy Superintendent of Schools dated 3/31/69.

I think it essential to point out that this is nothing new for co-operative efforts with several agencies, including CEOC, had been established and operative since October, 1965.

At that time, the Neighborhood Youth Corps, adjunct to the CEOC and under Mr. Myron Hanson, project director, was weekly notified. When he terminated the position, the same co-operative efforts were established with the new project director, Mr. James L. Moen. When Mr. Moen terminated, they were re-activated with the third project director, Mr. Arthur A. Geller for on 10/15/68 he was in my office to obtain the drop-outs. It had been the practice to weekly obtain the names and addresses of the students from my office, however, I had not seen Mr. Geller since his initial visit.

As early as 1965, also, the State Employment Service, 727 Massachusetts Avenue, Central Square, Cambridge, later referred to as Youth Opportunity Center was notified of potential and actual drop-outs and conferences arranged when necessary. As a matter of fact, several meetings were held with the counseling staffs of both high schools and the Youth Opportunity Center, including a number of individual meetings with Y.O.C. former co-ordinator, Mr. Joseph Walsh. With the inauguration of the new program via a state employment counselor actually on the premises of Cambridge High and Latin (Miss Nancy Brown) the program was given substantial increased support.

Additionally, co-operation of a similar capacity was established early in the 1965-1966 school year with T.E.S.T. (Teen-age Employment Skills Training, Inc.), 99 Austin St., with the Program Co-ordinator Mr. Carl Pickhardt. When he left the program continued with T.E.S.T. President Mr. Joseph Breiteneicher and later with Miss Margaret Warshaw. During the summer, involvement continued with T.E.S.T. personnel, Mr. Reginald Jones and Mr. Clyde Lindsay.

There is nothing new under the sun.

Respectfully,
R. T. Colgan (Signed)

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following textbook be adopted.

PUBLISHED BY McKNIGHT & McKNIGHT
Architecture — Design Engineering Drawing. Grades 11 & 12. W. A. Spence.

REPORTS OF COMMITTEES

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll call that the report of the Sub-committee on Athletics set forth in detail below be accepted and the recommendations contained therein be

Rindge (Achievement)

Charles Killilea $425 per year

Rindge John J. Murphy Jr.	Swimming (Boys) $1150	High & Latin Thomas Kenney
	Swimming (Girls') $750.00	Karen Shirak Vacancy

Locker Room Attendants

Robert Tierney	Rindge	$8.	per	day
John Toomey	War Memorial	$8.	"	"
Midred Casey	" "	$8.	"	"
Joseph Bourdeau	Fitzgerald	$8.	"	"
John Arone	Morse	$8.	"	"
Edward Buffett	Peabody	$8.	"	"
Vacancy	Harrington	$8.	"	"

Respectfully submitted,
JOHN A. P. GOOD, Chairman

On motion by Mr. Clinton, it was voted to suspend the regular order of business for the purpose of hearing a group from Model Cities. Mr. Francis Hayes, chairman of the Education Committee of Model Cities, Betsey Thompson and Barbara Braden appeared and discussed the Cambridge Model Cities Education Component.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the School Committee accept and adopt the Education Component of the Cambridge Model Cities program, a detailed outline of said component having been presented to all members of the School Committee.

Mayor Sullivan in the chair.

The following communication was received from the National Education Association of Classroom Teachers.

Mr. Walter J. Sullivan, President
The Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Sullivan:

It is an honor and privilege to inform you that the Cambridge School Committee has been named one of the twelve regional first-place winners in the National Education Association-Thom McAn School Board Awards Program. The NEA Association of Classroom Teachers commends you for the fine contribution being made to education and also the Cambridge Teachers Association for its foresight to nominate the Cambridge School Committee.

The official announcement of all awards will be released from Washington, D.C. on May 19. We do request that you keep this information confidential until that date.

We believe you will agree that the local association should have the privilege of presenting the award. In the near future the Thom McAn Shoe Company will be forwarding a $500. check and the Medallic Art Company of New York a trophy to Mr. Peter Nelligan, president of the Cambridge Teachers Association, with the request that the association plan appropriate ceremonies for the presentation. The National Education Association and the Association of Classroom Teachers would appreciate copies of the publicity, printed programs and any other means you use to inform the public of the honor given your school board.

We wish you continued success in your efforts to provide quality education for the youth of your community.

Sincerely yours,
Bruce P. Eckman, President

Mr. Peter Nelligan, President of the Cambridge Teachers Association, made the formal presentation of a trophy in recognition of the Cambridge School Committee having been named one of the 12 regional first place winners in the National Education Association-Thom McAn School Board Awards Program, and at the same time presented check in the sum of $500. from the Thom McAn Shoe Company. Mr. James Barry, Vice-President of Thom McAn Shoe Company, George Kezarian, District Manager, Helen O'Brien, President-elect of the Mass. Teachers Association, Mrs. Farren from the Cambridge Chapter of Retarded Children, Dr. Ruth Boland and her staff who formulated the program which was responsible for this award appeared and congratulated and commended the Cambridge School Committee for having won this coveted award.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to accept with great pleasure the $500.00 check and the trophy and that the sum of $500. be deposited with the City Treasurer in a special revolving account for purchasing books and materials for the program for retarded children as devised by Dr. Boland and her staff. At the conclusion of the presentation, Chairman Mayor Sullivan expressed the appreciation of the School Committee to all those who brought this honor and privilege to the Cambridge School Committee.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the trophy be displayed for a period of time at the Harrington School in the particular classroom that brought this great honor to the School Committee and that the trophy be then returned to the School Committee room for display.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adopt the Superintendent's report relative to providing public education to physically handicapped children and spread in its entirety in the minutes of May 6, 1969.

Question came on awarding contracts for lunchroom alterations at the Abraham Lincoln School. Asst. Superintendent of Schools Murphy recommended that the contract be awarded to E. Thompson Construction Co. of Malden, Mass., they being the lowest responsible bidder at a total price of $47,346. On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll call to adopt the Assistant Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation for establishment and funding of a course in Computer Science at Rindge Technical School, said recommendation having been spread in its entirety in the minutes of May 6, 1969.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll call to accept the Superintendent's recommendation that the persons listed below be elected teachers in the Cambridge School Department: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Mrs. Eugenia F. Gomes
Amy T. Doherty
Martina B. McCarthy
Sharon Prizant
Deborah Ann Melia
Arlene Goldsmith
Diane Marie Martin
Pamela R. Salisbury
Barbara Kirshenbaum
Susan Mary Nixon
Margaret M. Reardon
Beryl Zimet
Patrick J. Murphy
Timothy E. Murphy
Claire P. Hall
Mrs. Sandra L. Unsworth
Mrs. Helen L. Mavrides
Dianne P. Luboff

Question came on the Superintendent's recommendation that Roger F. O'Sullivan, teacher at Rindge Technical School, and Helen F. Danc, teacher at the Morse School, be appointed to the positions of Administrative Assistants at a salary of $14,400 effective September 1, 1969. Mr. Fitzgerald moved, seconded by Mr. Solomons, to adopt the Superintendent's recommendation. Motion by Mr. Wylie, seconded by Mr. Duehay, that the Superintendent's recommendation be laid on the table, failed of adoption on the following roll call: Mr. Duehay and Mr. Wylie voting "Yea". Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Sullivan voting Nay". On the following roll call it was voted to adopt the motion by Mr. Fitzgerald, seconded by Mr. Solomons to adopt the Superintendent's recommendation that Mr. O'Sullivan and Miss Danc be appointed Administrative Assistants: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Sullivan voting "Yea". Mr. Wylie voting "Nay". On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll call to suspend the rules for the purpose of moving reconsideration at this meeting: Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Sullivan voting" Yea". Mr. Wylie voting "Nay". Mr. Duehay voting "Present". On motion by Mr. Good, seconded by Mr. Solomons, to reconsider the vote adopting the Superintendent's recommendation "hoping same would not prevail" failed of adoption.

AWAITING REPORT:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to accept the progress report received from the committee appointed to study means of improving race understanding in our community.

NEW BUSINESS

On motion by Mr. Clinton, seconded by Mr. Good it was voted that the Superintendent submit a report on the condition of all flags in the Cambridge public schools.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the City Manager be requested to give priority to the School Department in plowing all school areas during snow storms.

Mr. Solomons moved, seconded by Mr. Duehay, that in hiring more qualified black teachers for the Cambridge schools, the Superintendent be allowed to hire them immediately with the provision that they fulfill any minor requirement deficiency before being placed on tenure; and further, that the Superintendent resolve a system of giving the candidates extra points for "blackness" to be put on a par with other applicants and report back to the School Committee for action. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted that the foregoing motion be placed on the table.

On motion by Mr. Sullivan, seconded by Mr Clinton, it was voted that water coolers be installed in the lobby of the Cleveland Auditorium at High and Latin School and the lobby of Quinn Auditorium at Rindge Technical High School for the benefit of the general public.

On motion jointly by Mr. Duehay, Mr. Good, and Mayor Sullivan, seconded by Mr. Solomons, it was voted that the Cambridge School Committee commend and congratulate the Director of Music, James Anderson, and his capable staff for the very excellent and melodious concert and music festival on Friday, May 9, 1969 produced at Cambridge High and Latin School; and further that special congratulations be extended to the students who participated in the High and Latin School's girls' choir and glee club, the mixed glee club, the new Rindge choir and the symphonic band and orchestra.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted that the School Committee singly and collectively express to Mrs. Helen Hunter, clerk in the Business Office, their deep appreciation for her thoughtfulness in obtaining the relic from the Catacombs in Rome which was presented to the members this evening.

On motion by Mayor Sullivan, seconded by Mr. Clinton, it was voted that the Cambridge School Committee extend sincere congratulations to their colleague, John A. P. Good for the honor bestowed upon him at the Eighth Archdiocesan Youth Conference of the C.Y.O. as a leader who has contributed with charity, himself, his talent and time to God and youth and for making an outstanding contribution to the spiritual well-being of American youth.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to lay on the table the Superintendent's report relative to personnel on workmen's compensation as spread in its entirety in the meeting minutes of May 6, 1969.

Petition was received from Miss Edith H. Greene, 153 Fayerweather Street, Cambridge, requesting that she be transferred from her present position with the Commonwealth of Massachusetts to senior clerk and typist in the Cambridge School Department. Mr. Solomons, seconded by Mr. Duehay, moved that the petition be approved and that Miss Greene be transferred as requested subject to approval by her present employer and the Department of Civil Service. On motion by Mr. Duehay, seconded by Mr. Good, it was voted that this matter be referred to the Superintendent for report.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept the resignation of Mrs. Gertrude Deegan as cafeteria worker assigned to the Harrington School.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll call that Susan Clark, teacher at Fitzgerald School, be granted leave of absence on June 23, 24, 25, without stipend and that Lorraine Verrier, teacher at Fletcher School, be granted leave of absence on June 4, 5, 6, 1969 without stipend. Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". Mr. Fitzgerald voting "Nay".

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll call that William F. X. Linskey, Athletic Trainer, be authorized to represent the Cambridge School Department at the Rhode Island Sports Medicine Convention to be held August 21-23 and that a sum not to exceed $75.00 be appropriated from the athletic fund for expenses. Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie, Mayor Sullivan voting "Yea". Mr. Fitzgerald voting "Present".

The chairman ordered laid on the 'calendar' as required by the rules the Superintendent's recommendation that Rose M. O'Rourke be appointed Administrative Assistant in the Cambridge School Department.

The chairman ordered laid on the 'calendar' as required by the rules the Superintendent's recommendation that the following persons be appointed teachers in the Cambridge School Department effective September 1, 1969 at the salary indicated in each case:

Mrs. Paula C. Weinberger	Teacher (kdgn)	$8,000.00
William Spalding Joplin	Teacher (English)	7,000.00
Susan Jayne Christine	Teacher (Home Ec)	7,000.00
Jeanne M. Funk	Teacher (Home Ec)	7,000.00
Maureen Frances Murphy	Teacher (Chemistry)	7,800.00
Elizabeth Anne Pembroke	Teacher (math)	7,000.00

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted to adjourn.

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

REGULAR MEETING Tuesday, June 3, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to approve the minutes of May 20, 1969 as presented.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the Teachers Association:

May 21, 1969

Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Gentlemen:

The Cambridge Teachers Association would respectfully bring to the attention of the School Committee that a recently proposed motion by Mr. Solomons dealing with the hiring of teachers for the Cambridge School System constitutes a violation of Articles X, E, and XII Section I,C. of the contract between the Cambridge School Committee and the Cambridge Teachers Association.

It is also our feeling that such a motion as proposed would be in violation of the Federal Civil Rights Statutes, and with the Massachusetts General Laws dealing with discrimination.

Very truly yours,
Peter Nelligan
President

On motion by Ur. Fitzgerald, seconded by Mr. Clinton, it was voetd to accept with sincere appreciation the invitation extended by the Cambridge Lodge of Elks to join with them in honoring our country's flag at the annual Flag Day services to be conducted by the Cambridge Lodge of Elks at the Cambridge War Memorial on June 20 at 8:00 p.m.

On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted to refer to the Superintendent with power a communication from the Northern Essex County Association for Retarded Children congratulating the School Committee on winning an award from the National Education Association and requesting whatever literature is available for a program dealing with trainable mentally retarded over 16 years of age.

There being no objection the chairman ordered placed on file a communication from the Cambridge Jaycees expressing their thanks to the School Committee for their assistance with regard to the Bicycle Safety Program.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that Gertrude M. Gilligan, teacher at High and Latin School, be granted leave of absence without stipend for the purpose of study for one year from September 1, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that Ann M. Hamilton, teacher at Longfellow School, be granted leave of absence without stipend for personal reasons for a period of one year from September 1, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that Mrs. Carolyn Murphy, teacher at the Harrington School, having filed the proper forms required by the School Committee, be granted maternity leave of absence from June 6, 1969 to September 1, 1971.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that Peter Nelligan, teacher at Lincoln School, be granted military leave of absence without loss of salary from June 14 to June 28, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to make part of the minutes the Superintendent's report relative to clerical help.

In compliance with an Order of the School Committee that a study of requirements for clerical help be prepared in time for preparation of the 1969 Budget the Superintendent submitted a report on January 7, 1969 which was adopted by the School Committee.

Provisions for additional positions were included in the 1969 Budget and provided for two (2) Principal Clerks, four (4) Junior Clerk-Typists, eight (8) Junior Clerk-Typists Part-Time, and one (1) Clerk-Telephone Operator.

No additional Senior Clerk-Typists were recommended for any of the positions.

Under the circumstances the Superintendent cannot recommend either a promotion to or a transfer in grade to the classification of Senior Clerk-Typist.

Edward A. Conley
Superintendent of Schools

The chairman ordered laid on the 'calendar' as required by the rules the Superintendent's recommendation the following textbooks be approved for use in the Cambridge public schools:

PUBLISHED BY McGRAW HILL BOOK CO.
"Understanding Electricity and Electronics" by Peter Buban & Marshall L. Schmitt. Grade 10

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Onu motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the textbooks recommended by the Superintendent at the meeting of May 20, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll call to adopt the Superintendent's recommendation as presented at the meeting of May 20, 1969 that Rose M. O'Rourke be appointed to the position of Administrative Assistant in the Cambridge School Department effective September 1, 1969 at a stipend of $14,400. per year: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Sullivan voting "Yea". Mr. Wylie voting "Nay"

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation presented at the meeting of May 20, 1969 that the persons listed below be elected teachers in the Cambridge School Department effective Septembr 1, 1969 at the salary and assignment as indicated: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mayor Sullivan voting "Yea".

William Spalding Joplin	Teacher (English)	$7,000.00
Susan Jayne Christine	Teacher (Home Ec)	7,000.00
Jeanne M. Funk	Teacher (Home Ec)	7,000.00
Maureen Frances Murphy	Teacher (Chemistry)	7,800.00
Elizabeth Anne Pembroke	Teacher (Math)	7,000.00

NEW BUSINESS

On motion of Mr. Duehay, seconded by Mr. Solomons, it was voted that the Superintendent report to the School Committee on the issue of obtaining sufficient qualified day-to-day substitutes at the secondary level to carry out the policies of the School Committee.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that prior to the closing of school in June and as soon as possible after the regular meeting, the School Committee shall hold a special meeting at a convenient location, to be determined by the Superintendent of Schools, in the Putnam-Thorndike-Gore St. School district, for the purpose of discussing with parents in the area the reasons for the assignment of pupils now attending the St. Francis of Assisi Parochial School; and further, that the Superintendent shall by appropriate means notify all parents in this specified district of said special meeting and the reasons for the meeting (it was unanimously agreed that this special meeting be held on Tuesday, June 10 at the St. Francis of Assisi school hall).

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the Superintendent of Schools make an immediate in-depth study of the present business office personnel with a view to up-grading the present ratings to senior clerks and principal clerks depending on responsibility involved in the respective positions and present his report to the School Committee.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in executive session.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll call that a dental bill for professional services to Alfred Stevenson, member of the High and Latin football team who was injured (tooth) while playing football for High and Latin, said bill being in the amount of $131.00 be approved for payment from the High School Athletic Fund: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted

WHEREAS: The contract entered into between the Cambridge School Committee and the Cambridge Teachers Association contains, in Appendix B, a requirement that "effective September 1, 1969 annual 10-month salary will be paid in twenty-six (26) equal payments", and

WHEREAS: The said twenty-six equal salary payments will cause considerable confusion in the School Department Payroll Division and possible delay in properly processing payrolls, it is, therefore, ORDERED: That the School Committee and the Teachers Association mutually agree to reopen negotiations of the existing contract for the sole purpose of reconsidering only the single and specific matter of the number of equal monthly pay installments: and, further, that the School Committee agrees to strike from the existing contract the sentence "Effective September 1, 1969 annual 10-month salary will be paid in twenty-six (26) equal installments" and to substitute therefore the sentence "Effective September 1, 1969 annual 10-month salary will be paid in twenty-four (24) equal installments, payable on the fifteenth (15th) and last day of each month, except that when the fifteenth or last day falls on Saturday or Sunday the due installment will be paid on the Friday preceding.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to refer to the Committee on Buildings & Grounds a petition received from Thomas Collins, junior building custodian at Longfellow School, requesting permission to include in his service record temporary time worked prior to his permanent appointment, for purposes of vacation allowance only.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to request the Mass. Teachers Retirement Board for authorization for the continued employment of William F. Foley, member of the faculty of the Cambridge School Department since 1929, in accordance with the provisions of Chap. 348 of the Acts of 1954. Mr. Foley will attain age 70 years on September 30, 1969 and continued employment is requested to the end of the school year, June, 1970.

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that the persons listed below be appointed teachers in the Cambridge School Department effective September 1, 1969:

Susan Isard	Teacher (kdgn)	$7,000.00
Susan C. Wall	Teacher (Gr1-3)	6th step
Sandra A. Baker	Teacher (Gr1-3)	7,000.00
Phyllis M. Newman	Teacher (Gr1-3)	7,000.00
Sima S. Bogorad	Teacher (Gr1-3)	7,000.00
John B. Graham	Teacher (Gr4-8)	12,000.00
Harriet H. Onello (Mrs.)	Teacher (Gr4-8)	9,300.00
Betty L. Ungar	Teacher (Gr4-8)	7,000.00
Susan M. Karpel	Teacher (Gr4-8)	7,800.00
John P. Moore	Teacher (Gr4-8)	7,000.00
Cynthia L. Greenberg	Teacher (Gr4-8)	7,000.00
Lawrence A. Redd	Teacher (Gr4-8)	7,000.00
Barbara A. Ross	Teacher (Gr4-8)	7,000.00
Susan Pascale	Teacher (El. Art)	7,000.00
Phyllis B. Walcott (Mrs.)	Teacher (Biol)	9,800.00
Gail Ogilvie	Teacher (Math)	7,200.00
Jacalyn Diesenhouse	Teacher (Math)	7,200.00
William J. Morris	Teacher (Eng)	9,000.00
Jane H. O'Connor (Mrs.)	Teacher (Eng)	9,800.00
Marie C. Proverb (Mrs.)	Teacher (French Sec.)	7,000.00
Salvatore C. Trapani	Teacher (Elem French)	7,000.00
Myrna L. Friedlander	Teacher (French Sec.)	7,000.00
Roxanne Ulmicher	Teacher (Home Ec)	7,000.00
Sheila K. Morshead	Teacher (Librarian)	7,000.00
Rosalie M. Keough	Teacher (Sp. Ed)	7,000.00 + Special

Linda J. Berardesca	Teacher (Sp. Ed)	7,000.00
		+ Special
Pamela Boyce	Teacher (Sp. Ed)	7,000.00
Arleen R. Pheasant (Mrs.)		+ Special
Katherine A. Burr	Teacher (Rem'l Reading)	8,800.00
Raymond M. Gerraughty, Jr.	Teacher (Music)	7,000.00
Helen B. Friedman	Teacher (Music)	7,000.00
	Adjustment Counselor High and Latin	8,700.00

There being no objection, the chairman ordered laid on the 'calendar' the Superintendent's recommendation that the following persons be appointed a Board of Examiners to conduct an examination for the position of Assistant Director of Physical Education:

Dr. Arthur G. Miller
Professor of Education
Boston University

J. Robert Eddy
Director of Physical Education
Brookline Public Schools

Dean Warren G. McGurk
School of Physical Education
University of Massachusetts

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that Richard J. Calnan, being the first name on the examined list, be appointed Sub-master and assigned to the Gore Street School under the direction of the Master of the Putnam School at a salary of $13,200.00 effective September 1, 1969.

The chairman ordered laid on the 'calendar' the Superintendent's recommendation that the following persons be appointed Science teachers on the condition that certain deficiencies be corrected prior to re-election next year:

John B. Samp
David Paul Salemme
Paul J. Weissbach

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to reconvene in regular session.

On motion by Mr. Good, seconded by Mr. Fitzgerald it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adjourn.

ADJOURNED:
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

SPECIAL MEETING June 10, 1969

Called by a vote of the School Committee taken at the regular meeting of June 3, 1969 to be held in the auditorium of St. Francis of Assisi Parochial School on Gore Street, East Cambridge, for the purpose of discussing with the parents of the Putnam-Thorndike-Gore Street School districts the reason for assignments of pupils now attending St. Francis of Assisi Parochial School.

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted that the parents of children presently living in the district who intend to have their children attend the Gore Street School, shall be permitted to enroll their children forthwith.

On motion by Mr. Fitzgerald, concurred in unanimously, it was voted to adopt the following recommendation of the Superintendent of Schools:

To avoid the educational upheaval which would result if the geographical areas to be served by the present public schools were to be redistricted because of the closing of the St. Francis School the following is recommended as an interim procedure until the new Kennedy School is completed.

1. **Pupils presently attending St. Francis School.**
    a. Non residents of Cambridge would be admitted only as tuition pupils.
    b. Only those pupils whose residence is in the Putnam, Thorndike and Harrington School districts would have the option of
        1. Enrolling in the Gore Street School.

    or 2. Transferring to the present elementary school which serves their place of residence.
2. **Pupils presently attending the Putnam or Thorndike Schools** would have the option of remaining at their present school or of transferring to the Gore Street School.
3. Pupils entering Kindergarten whose residence is in the district bounded by Cambridge Street, the B and M Railroad, the Somerville line to Cambridge Street at Lechmere Square will, to provide for the safety of these very young pupils going to and returning from school, attend the Gore Street School.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adjourn.

ADJOURNED:
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

REGULAR MEETING **Tuesday, June 17, 1969**

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to approve as presented the minutes of the meeting of June 3, 1969.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on file a communication from Angelica W. Sawyer, Chairman, Cambridge Association for Children With Learning Disabilities, concerning a meeting of her association held on June 5, 1969.

There being no objection the chairman ordered made part of the minutes the following communication from the Cambridge Teachers' Association:

Mr. Edward J. O'Connell, Secretary
Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

At a meeting of the Cambridge Teachers' Association on Thursday, June twelfth, the general body agreed to strike from Appendix B of the existing contract the sentence

> "Effective September 1, 1969 annual 10-month salary will be paid in twenty-six (26) equal installments"

and to substitute therefore the sentence

> "Effective September 1, 1969 annual 10-month salary will be paid in twenty-four (24) equal installments, payable on the fifteenth (15th) and last day of each month, except that when the fifteenth or last day falls on Saturday or Sunday the due installment will be paid on the Friday preceeding."

Sincerely yours,

Charles H. Cremens
President
Cambridge Teachers Association

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to accept with thanks an invitation to attend Portuguese Family Night at the Thorndike School on June 19, 1969.

The following communication was received from the American Federation of State, County and Municipal Employees:

6 June, 1969

Mr. Edward J. O'Connell, Sec.
Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass. 02138

Dear Mr. O'Connell and Committeemen:

It is the contention of the aforementioned Union, that the contract signed on 7 Dec., 1968 is being grossly ignored and/or violated. I refer specifically to the following articles:

Art. XV Building Organization Par. #1
Art. XVI Salaries, lines 3, 4 and 5
Art. XVIII Par. 3

In view of the aforementioned violations the Union requests an audience as part of the agenda at the next scheduled School Committee meeting.

For the Union

Yours truly,

Gerald P. Griffin, President

Mr. Gerald P. Griffin, President of the Union, appeared and discussed at length the various grievances outlined in his communication. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that this matter be taken under advisement.

SUPERINTENDENT OF SCHOOLS
Reports and Recommendations

The Superintendent recommended that the following textbooks be approved for use in the Cambridge public schools: On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to suspend the rules for the purpose of taking action on this recommendation at this meeting. It was then voted by Mr. Clinton, seconded by Mr. Wylie to adopt the textbooks as recommended.

Publisher: Van Nostrand "Geometry"—A Contemporary Course—Grade 10 by Lewis
Publisher: Amsco "Mathematics for the College Boards" Gr. 11 & 12 by Rich
Publisher: Harcourt, Brace "Introductory Algebra I" Gr. 9 by Jacobs
Publisher: Creative Publications "Eureka" Grade 10 by Seymour
Publisher: Creative Publications "Creative Constructions" by Seymour
Publisher: Creative Publications "Line Designs" by Seymour
Publisher: J. Wiley & Sons "Mathematics for Technical and Vocational Schools" Grade 11 by Slade
Publisher: Arc Books "College Board Achievement Test, Mathematics Level I" Grade 12 by Bramson
Publisher: Arc Books "College Board Achievement Test, Mathematics Level II" by Bramson Grade 12

The Superintendent presented the following list of resignations of teachers and on motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to accept the resignations and letters of appreciation be sent to those teachers who are retiring on pension after long years of faithful and efficient service.

School	Name	Rank	Effective Date
Harrington	Paul A. DeAngelis	Teacher	May 12, 1969
Longfellow	Ruth Crawford-Brown	Teacher—Foreign Class	June 30, 1969
Webster	Mrs. Marianne (Legowski)		

	Lambert	Special Ed.	June 30, 1969
Webster	Mrs. Judith Gauthier	Special Cl.	June 30, 1969
Webster	Mrs. Mary C. Coppola	Teacher	June 30
Webster	Miss June Traibman	Teacher	June 30, 1969
Elem. French	Mrs. Marjorie C. Hallisey	Teacher	June 30, 1969
High and Latin	Mrs. Gene A. D'Eca	Teacher	June 30, 1969
High and Latin	Mrs. Patricia A. Drake	Librarian	June 30, 1969
High and Latin	Mrs. Susan C. Ellenberg	Teacher	June 30, 1969
High and Latin	Mrs. Carolyn J. DeMita	Teacher	June 30, 1969
High and Latin	Robert G. LaMontagne	Teacher	June 30, 1969
High and Latin	Miss Dorothy R. Hirsch	Teacher	June 30, 1969
Agassiz	Mrs. Joan M. Lachance	Teacher	June 30, 1969
High and Latin	Miss Mary E. Sullivan	Teacher	June 30, 1969
Rindge Technical	Lawrence F. O'Brien	Teacher	June 30, 1969
M.E. Fitzgerald	Mrs. Marion C. O'Reilly	Teacher	June 30, 1969
M.E. Fitzgerald	Miss Miriam G. Smith	Teacher	June 30, 1969
Fletcher	Miss Mary F. McAllister	Teacher	June 30, 1969
Haggerty	Miss Mary A. O'Hare	Teacher	June 30, 1969
Longfellow	Miss Mary A. Rowe	Teacher	June 30, 1969
Elem. French	Mrs. Ellen A. Strain	Teacher	June 30, 1969
Librarian	Mrs. Regina B. Cardwell	Teacher - Libr.	June 30, 1969
Music Dept.	Carmen D. Borgia	Teacher	June 30, 1969
Phys. Ed. Dept.	Miss Mary E. Mosher	Teacher	June 30, 1969
M.E. Fitzgerald	Mrs. Julienne E. O'Keefe	Teacher	June 30, 1969
Morse	Mrs. Diane M. B. Griffin	Teacher	June 30, 1969
High and Latin	Miss Mary I. Bradshaw	Teacher	June 30, 1969
M.E. Fitzgerald	Mrs. Susan K. Ezekiel	Teacher	June 30, 1969

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that Ruth A. Kiely, teacher at the Houghton School, be granted leave of absence without stipend for professional reasons for one year effective September 1, 1969; that Geraldine M. Milligan, teacher at High and Latin be granted leave of absence without stipend for the purpose of advanced study for a period of one year from September 1, 1969.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that Mrs. Ellen C. Ramsey, teacher at Harrington School, having filed the proper forms required by the rules, be granted maternity leave of absence as provided for in the Rules of the School Committee effective June 26, 1969 to Sept. 1, 1971.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that Elizabeth A. MacDonald, teacher at the Agassiz School, be granted a leave of absence without stipend for professional reasons for one year from September 1, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to approve the Superintendent's recommendation that the teachers listed below be transferred to the schools indicated in each case to take effect September 1, 1969:

Name	**Transferred From**	**Transferred To**	**Rank**
Charles D. Killilea	Rindge	High & Latin	Social Studies
Pamela A. McMurtry	M.E. Fitzgerald	Fletcher	Kindergarten
Peter Nelligan	A. Lincoln	Russell	Grade 7

William J. Dynan	Dept. Health and Safety	Library	Librarian
Francis T. Doyle	Houghton	Dept. Health and Safety	Eye & Ear Test
Mrs. Doris Anderson	Roberts School	Peabody School	Kindergarten
Mrs. Mary J. Mroz	Harrington	Gore Street	Grade 1
David J. Walsh, Jr.	Roberts	Gore Street	Grade 5

Conforming to an order that he report on the proposal from the Cambridge City Council of P.T.A.s that a typing course for 5th and 6th graders be offered to schools with lowest achievement scores and highest high school dropout rates, the Superintendent presented the following report, and on motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll call to accept the report and adopt the recommendation contained therein: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

That the School Committee approve the establishment of a typing course for 5th and 6th graders of the Roberts School as a pilot program.

That the program operate three days a week for forty-five minutes each day for the grades indicated:

That typing be required in both grades;
That the course be given within the school day;
That no grades be given;
That courses be given by a special teacher rather than regular grade teachers;
At a cost not to exceed $8,566.00.

Conforming to an order that he report to the Committee on the issue of obtaining sufficient qualified day-to-day substitutes at the secondary level to carry out the policies of the School Committee, the Superintendent recommended that action on this motion be held in abeyance until Art. XXI of the teachers' contract is implemented and a report made available for the School Committee.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's report relating to the Rindge Technical Institute:

Report re: Rindge Technical Institute Electronics Course

Mr. Sweeney's report establishes the fact that the Rindge Technical Institute Electronics Course, despite every effort at recruitment, has not attracted a sufficient number of students to justify its continuance in its present format with the exception of the Medical Records Technician Course.

The Superintendent concurs in the recommendation that the students presently at grade thirteen level who will enter grade fourteen in Septembr, 1969 should be provided with instruction and the field study which has been characteristic of this institute. NASA has been particularly helpful.

However the very small number of applicants for grade thirteen does not justify the continuance of the Electronics Course at this level.

The Medical Records Technician Course has proven to be extremely worthwhile to students who pursue the ten month curriculum. The co-ordination and assistance of the Children's Medical Center has had great impact.

The Superintendent requests the approval of the School Committee to continue co-ordination with NASA, the Children's Medical Center, the Lowell Institute at the Massachusetts Institute of Technology and the Chamber of Commerce with the objective of determining changes in the present format of the Institute which will serve the best interests of the graduates of our high schools.

Edward A. Conley
Superintendent of Schools

It was unanimously agreed that the rules of the Staff Council be changed so as to read "Within the previous contractural year, School Personnel must have satisfactorily completed 50% of the school year as a regularly appointed teacher or administrator in the Cambridge School Department.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to adopt the following recommendation of the Superintendent relative to summer scohol for children.

The Superintendent respectfully recommends the approval of the following proposal for voluntary participation by our children in the summer program.

SUMMER SCHOOL FOR CHILDREN

Where:	Longfellow School 395 Broadway, Cambridge
When:	Wed., July 16th and Thurs., July 17th Mon. through Thurs., July 21st through August 7th
Daily Session:	9:15 a.m. to noon
Number of Students:	Enrollment limited to approximately 75
Purpose:	Enrichment program for children 7 years through 14 years, open to all children who reside in the City of Cambridge. The classroom program is intended to help teachers to discover new and better ways of teaching in subject areas of Mathematics, Reading, Language Arts, Social Studies, Science, Arts, and Music. The program will be staffed by 15 Cambridge elementary teachers who have been involved in its planning since early May
Tuition:	No fee
Transportation:	Parents are responsible for their children's transportation.
Enrollment:	Applications for enrollment will be made available in each of the Cambridge Elementary Schools and returned to the nearest elementary school no later than June 25, 1969. Notices of acceptance will be mailed to families by July 2d.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes the following report on "Field Trips":

FIELD TRIPS

A REPORT TO THE SUPERINTENDENT

A group of interested Cambridge teachers and directors met throughout the school year of 1968-69 to develop these suggested guidelines for field trips in the Cambridge School Department. It is our hope that this material will be of assistance to the administration.

The Committee deeply appreciates the tireless efforts of Cambridge volunteers Mrs. Barbara Beckwith, Mrs. Sybil Templeton, and Mrs. Elizabeth Tingle in compiling the detailed information which accompanies the suggested field trip list.

Elizabeth Boyce
Edward J. Brady
Margaret L. Doolin
Joseph A. Keefe
Catherine M. Synnott
Julianne Tansey

INTRODUCTION

It is agreed that all education should be so planned as to offer opportunities for all children to develop those fundamental understandings, skill habits, attitudes, ideals, and appreciations necessary for living in a democratic society; and that it should lead children to become educated to live the richest possible lives, contributing the utmost to their communities.

The school has the responsibility for providing the broadest kind of experience. Opportunity for enrichment and personal growth should prevail. Activity beyond the walls of the classroom becomes a necessity. In our cosmopolitan area, many of our children do not go beyond its limits. Their horizons must be widened—hence the justification for field trips.

Suggestions for Teachers' Pre-Planning of Field Trips

The main purpose of a field trip is to enhance a particular learning situation. To insure the success of such an excursion, cooperative planning and preparation by teacher and students is necessary. There are responsibilities to be met by both parties.

Each teacher who plans a field trip must follow certain necessary procedures. These would include permission and approval from the proper authorities, as well as parental consent for each student. Aside from the technical aspects, there are many things a teacher must consider herself. The most important factor involved is the value of such a trip for her class. A field trip is not to be looked upon as a day's outing away from the classroom. A field trip must relate directly to the subject matter that is under study. For a teacher, the pre-planning aspects of the trip are very important.

Pre-planning by the teacher should include:

1. A knowledge of the facilities available at the site of the trip. This information could be gathered either by a personal visit or by communication with the people at the field trip site.
2. Availability of dates for visits. Would these dates be in agreement with the subject matter involved. (Secondary teachers should also check other departments' and organizations' calendars for important events).

3. How the tour is to be conducted. Would the site provide a guide or would the teacher be expected to give the tour.
4. Are there limitations at the site, such as age or numbers of students.
5. What are the admission charges and what do they cover.
6. Make definite arrangements for dates and times of visits. Suggest an alternate.
7. Obtain available literature, concerning the site for distribution before the trip.

Pre-planning by the student:

1. Know what you are responsible for.
2. Be responsible for personal conduct.
3. Be acquainted with the background material of the site if possible.
4. Be aware that you are there for a specific purpose.

Pre-planning with the class should include:

1. Rules of conduct for the entire trip should be stressed.
2. Discussions on what to observe at the site should be held.
3. Provide for note-taking and picture-taking at the site.
4. Formation of groups to study particular aspects of the site.

Follow-up procedures are very important also. After the trip, the teacher and class should discuss the trip and the value of it. Activities should be planned as follow-up measures. It would depend upon grade level or subject area how involved these activities would be. They could range from simple drawings or experience charts in the lower grades to full scale reports and demonstrations in the higher grades.

The teacher must give a detailed evaluation of the trip for future knowledge. This could be done by the use of a check list.

RECOMMENDATIONS TO THE SCHOOL ADMINISTRATION

1. That arrangements for field trips be the rseponsibility of the master, principal, or his designate in the school involved.
2. That a definite sum of $1.00 per pupil be set aside for each school. It is urged that the adminisa tottdsirrmattygyqrfA Now is the etao etaoi urged that the administrator distribute the funds equitably. It is suggested that additional funds may be solicited from the P.T.A. and/or the students.
3. That the teacher concur with the master or principal as to the need of issuing field trip permits.
4. That all administrators and teachers insist on, and strictly enforce, a code of safety regulations on every field trip.
5. That field trips be permissible at all grades, kindergarten through grade twelve.

6. That a type of "time period insurance coverage" be provided for groups participating in field trips.
7. That field trip permission slips should be in the appropriate Assistant Superintendent's office at least two weeks prior to the date of the trip.
8. That the field trip permission slip be issued in triplicate. The first and second copy to go to the appropriate Assistant Superintendent's Office, and one copy to be signed and returned to the school. The third copy to go to the Director whose department is directly involved.
9. That the P.T.A.'s could play an important role in the schools' field trips by acting as chaperones, by assisting the teachers in preparations and by lending additonal financial support when feasible.
10. That every effort should be made by those involved in field trip planning and execution to have the students return at the stipulated time.
11. That students be requested to wear proper dress for the field trip.

Conforming to an order that he report on the conditions of all flags in the public schools, the Superintendent submitted the following report and on motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to adopt the report:

From the Superintendent:

The Superintendent respectfully submits the following report in compliance with the School Committee Order of May 20, 1969 — "That the Superintendent submit a report on the condition of all flags in the public schools:"

ELEMENTARY SCHOOLS

Abraham Lincoln	U.S. flag and State flag, auditorium, unsatisfactory
Agassiz	Satisfactory
M. E. Fitzgerald	Satisfactory
Fletcher	One classroom flag necessary
Haggerty	Satisfactory
Harrington	Satisfactory
Houghton	Satisfactory
Longfellow	Satisfactory
Lowell St. School	Satisfactory
Morse	Satisfactory but for one tasselled flag in lobby.
Peabody	Satisfactory
Putnam	Satisfactory
Roberts	22 flags should be replaced.
Russell	Satisfactory
Thorndike	One auditorium flag needed.
Webster	U.S. and State flag needed for auditorium

Summary: 23 classrooms should be replaced
2 U.S. flags should be replaced
2 State flags should be replaced

SECONDARY SCHOOLS FLAG REPORT

Cambridge High and Latin School	Satisfactory
Rindge Technical School	70 classroom flags necessary

Twenty-two classroom flags were sent to the Robert School on Friday, June 13, 1969; one flag was sent on the same date to the Fletcher School.

The situation at the Rindge Technical School will be rectified as soon as possible.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that Jana Krausse, Headmaster's Assistant High and Latin School, Adrienne McClure, Home Economics teacher at Roberts School and Barbara Finlayson, Home Economics teacher at High and Latin School, be granted leave of absence without loss of salary for the purpose of attending the annual meeting of the American Home Economics Association in Boston from June 23 to the close of school; and, further, that said persons be reimbursed for any expenses incurred by reason of attendance at this meeting.

On motion by Mr. Good, Seconded by Mr. Solomons, it was voted that John P. Sennott and William Mangan, teachers at Rindge Technical School, be granted leave of absence without loss of salary from June 23 to the end of the school year for the purpose of participating in the EPDA Institute for Advanced Study in Reading to be conducted by Boston University.

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll call to accept the following report of the Committee on Athletics and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting **"Yea"**.

COMMITTEE ON ATHLETICS

Monday, June 16, 1969

Present: Mr. Good — Chairman
Mr. Solomons
Mr. Wylie
Joseph Kozlowsky, Director of Phys. Education
Robert R. Sweeney, Headmaster, Rindge Tech.

Your committee conducted interviews with candidates for the position of Faculty Manager of Athletics at Rindge Technical School.

Your committee recommends that James Peter Culhane, teacher at Rindge Technical School, be appointed Faculty Manager of Athletics at Rindge Technical School for the school year September, 1969 through June, 1970 at a stipend of $1500.00 for the year.

Respectfully submitted,

JOHN A. P. GOOD
Chairman

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll call to adopt the report of the Committee on Buildings and Grounds as set forth in detail below: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mayor Sullivan voting "Yea". Mr. Wylie is recorded voting "Yea" on the report with the exception of that portion of the report requesting the Public Works Department to hot top and make available for parking of cars in the area at Rindge Technical School as set forth in the report.

COMMITTEE ON BUILDINGS AND GROUNDS
Monday, June 16, 1969

Present: Mr. Clinton, Chairman
Mr. Fitzgerald
Deputy Superintendent David Hockman
Chief Custodian Wm. J. Fitzgerald

Breaking and entering was reported at the Houghton School and Longfellow School. At the Houghton School the pay telephone was torn from the wall of the Teacher's lounge and left lying on the floor. A tape recorder belonging to the Elementary French Department was stolen from a locked supply room. At the Longfellow School the Master reported that his building is being entered practically every night and considerable vandalism perpetrated. Windows are broken, closets ransacked and rooms made into a shamble of disorder. The latest break occurred in the cafeteria and considerable food was stolen and in addition the vandals set fire to a number of brooms. These matters were reported to the police and your sub-committee recommends that the Chief of Police's attention be called to the fact that in addition to the costly pilfering that the damage caused to our buildings is quite extensive because of the fact that schools will soon be closed for the summer and this breaking and entering into school buildings will probably increase with resultant damage, that the Chief of Police instruct the men assigned to school districts to make more frequent inspection of school property and in the event that any arrests are made because of this vandalism that he inform the School Committee of any action taken.

The Deputy Superintendent reported that he had visited the site of the new John M. Tobin School on Calnan Field with the Superintendent of Recreation, Mr. Paul Cowles. It was agreed that for the full and complete safety of youngsters and adults using the play area of the Calnan Field that the Recreation Department would erect a fence separating the work area of the Tobin School from the play area of Calnan Field and requested permission to use a section of the present fence surrounding the outdoor track in order to extend the fence which the Recreation Department will construct. Your committee concurs with the Deputy Superintendent that permission requested be granted.

The Superintendent of Recreation is of the opinion that in the operation of the recreational facilities at the War Memorial Building that only one custodian is needed. The Deputy Superintendent reported that he does not believe one custodian is sufficient to handle this detail effectively and recommends that two custodians be assigned. Your committee concurs with the Deputy Superintendent's recommendation.

Your sub-committee concurs in a recommendation by the Deputy Superintendent that, based on seniority of junior building custodians, the following personnel be assigned to fill temporary vacancies in the elementary schools where the contract between the custodian's union and the School Committee provides for the appointment of acting senior custodians pending the results of a civil service examination to fill the position on a permanent basis; and, further, that these temporary assignments shall terminate upon establishment by Civil Service, and appointment therefrom, of a certified list of persons eligible to fill these positions on a permanent basis:

Acting Senior Custodian — Class I

a. Houghton	Frank Connolly	$7,700.
b. Russell	Matthew Mahoney	7,700.
c. Thorndike	Michael Flannery	7,700.
d. Webster	John Oley	7,700.

Acting Senior Custodian — Class II

a. Longfellow	Henry Preston	7,900.
b. Morse	David Barry	7,900.
c. Peabody	Robert Killion	7,900.
d. Roberts	Pellegrine Spagnuolo	7,900.

After having reevaluated the proposed projects of remodeling a classroom into a kindergarten at the Roberts School and remodeling the elevator at Rindge Technical School, it is recommended that for good and sufficient reasons all bids received for these projects be rejected.

It was voted to recommend acceptance of the bid of Wm. Rubin Glass Co., of Malden, Mass., for installation of aluminum doors and frames at Rindge Technical School at a total price of $12,800., they being the lowest responsible bidders to have met specifications.

It was voted to recommend that a contract be awarded to Salvi Ford Sales of Cambridge, they being the lowest responsible bidder to have met specifications, for furnishing two Ford Galaxie 500 at a total net cost of $3,130.00.

It was voted to request the Public Works Department to hot top the area at Rindge Technical School between the entrances to the gymnasium and the main offices and have same properly marked for parking of cars and further that the side walk on Irving Street between Cambridge Street and the main entrance to Rindge Tech. School be moved back and the area hot topped for use as a parking area.

Respectfully submitted,

DANIEL J. CLINTON — CHAIRMAN

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the proposed budget for including physical education in the junior year in high school as promulgated by the Director of Physical Education be referred to the Superintendent for study and report.

UNFINISHED BUSINESS

Calendar:

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to adopt the textbooks recommended by the Superintendent at the meeting of June 3, 1969.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll call to adopt the Superintendent's recommendation presented at the meeting of June 3, 1969 that the persons whose names appear below be elected teachers in the Cambridge School Department: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Susan Isard	Teacher (kdgn)	$7,000.
Susan C. Wall	Teacher (Gr 1-3)	6th step

Sandra A. Baker	Teacher (Gr 1-3)	7,000.	
Phyllis M. Newman	Teacher (Gr 1-3)	7,000.	
Sima S. Bogorad	Teacher (Gr 1-3)	7,000.	
John H. Graham	Teacher (Gr 4-8)	12,000.	
Harriet H. Onello	Teacher (Gr 4-8)	9,300.	
Betty L. Ungar	Teacher (Gr 4-8)	7,000.	
Susan M. Karpel	Teacher (Gr 4-8)	7,800.	
John P. Moore	Teacher (Gr 4-8)	7,000.	
Cynthia L. Greenberg	Teacher (Gr 4-8)	7,000.	
Lawrence A. Redd	Teacher (Gr 4-8)	7,000.	
Barbara A. Ross	Teacher (Gr 4-8)	7,000.	
Susan Pascale	Teacher (El. Art)	7,000.	
Phyllis B. Walcott	Teacher (Biol)	9,800.	
Gail Ogilvie	Teacher (Math)	7,200.	
Jacalyn Diesenhouse	Teacher (Math)	7,200.	
William J. Morris	Teacher (Eng.)	9,000.	
Jane H. O'Connor	Teacher (Eng.)	9,800.	
Marie C. Proverb	Teacher (French Sec.)	7,000.	
Salvatore C. Trapani	Teacher (Elem French)	7,000.	
Myrna L. Friedlander	Teacher (French Sec.)	7,000.	
Roxanne Ulmicher	Teacher (Home Ec.)	7,000.	
Sheila K. Morshead	Teacher (Librarian)	7,000.	
Rosalie M. Keough	Teacher (Sp. Ed.)	7,000.	+ Special
Linda J. Berardesca	Teacher (Sp. Ed.)	7,000.	+ Special
Pamela Boyce	Teacher (Sp. Ed.)	7,000.	+ Special
Arleen R. Pheasant	Teacher (Rem'l Reading)	8,800.	
Katherine A. Burr	Teacher (Music)	7,000.	
Raymond M. Gerraughty, Jr.	Teacher (Music)	7,000.	
Helen B. Friedman	Adj. Coun. High & Latin	8,700.	

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll call to adopt the Superintendent's recommendation presented at the meeting of June 3, 1969 that the Board of Examiners listed below be appointed to conduct the examination for Asst. Director of Physical Education: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Dr. Arthur G. Miller, Boston University
J. Robert Eddy, Brookline Public School
Dean Warren G. McGurk, University of Mass.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll call to adopt the Superintendent's recommendation as presented at the meeting of June 3, 1969 that Richard J. Calnan, being the first time on the examined list be appointed Sub-master and assigned to the Gore Street School at a salary of $13,200 per year effective September 1, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation as presented at the meeting of June 3, 1969 that John B. Samp and David P. Salemme be appointed science teachers effective September 1, 1969 subject to the candidate taking and passing the National Teachers Examinations; and, further, that Paul J. Weissbach be appointed a science teacher effective September 1, 1969 subject to the candidate being certified by the Massachusetts Department of Education: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Table Matters

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to take from the table a motion that in hiring more qualified black teachers for the Cambridge schools, the Superintendent be allowed to hire them immediately with the provision that they fill any minor requirement deficiency before being placed on tenure; and, further, that the Superintendent resolve a system of giving the candidates extra points for "blackness" to be put on a par with other applicants and report back to the School Committee for action. Mr. Solomon then asked and received unanimous consent to withdraw this motion.

NEW BUSINESS

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that recognizing the need for additional specialists in the following fields and the difficulty in recruiting them, the Superintendent is requested to report on what progress has been made in creating and filling positions in the following areas: (Indicate secondary or elementary)

Physical Education (Male)
Physical Education (Female)
Music
Art
Guidance
Remedial Reading
Library Science

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the Superintendent be requested to report at the next School Committee meeting on the recent teacher recruiting effort for next September, which report should include the following information:

1. How many interviews were conducted in College or university campuses?
2. How many interviews were conducted at the School Department?
3. Which colleges and universities were visited, and how many interviews were conducted at each?

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the Superintendent be requested to initiate a study of the desirability and practicality of adopting a performance budget system for the Cambridge schools. It is requested that a report be prepared in sufficient time that the School Committee can, if it so wishes, approve first steps to implement such a system in time for the 1970 School Department budget.

On motion by Mr. Wylie, seconded by Mr. Duehay, it was voted that the School Department shall provide forthwith library service to those schools which remain without it, by conversion of any available space, including the fencing off of corridor space, by a bookmobile, by an exchange system among rooms, or by whatever means are necessary to ensure that every pupil in the Cambridge system has the opportunity, at least once a week, to look over a variety of books and to withdraw books.

The Chairman ordered laid on the calendar as required by the rules a proposed amendment to Sec. 6 Chap. 1 of the Rules of the Committee as presented by Mr. Duehay and seconded by Mr. Wylie "That members of the School Committee who attend meetings and conferences at the School Department's expense, shall be required to file with the Secretary of the School Committee within thirty days following the close of such meetings and conferences, a written statement of their expenses in connection with such attendance".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Superintendent confer with Safety Officer, Sgt. John McCarthy, relative to the need for a traffic officer at the corner of Third and Cambridge Streets for the next school year beginning in September, 1969 in connection with the new Gore Street School.

On motion submitted jointly by Mr. Duehay and Mr. Fitzgerald, it was voted that

WHEREAS: The City of Cambridge has signed a contract with Aberthaw Construction Company to build the Robert F. Kennedy School in East Cambridge, and

WHEREAS: Any delay in starting this school will cause the city considerable expense and will delay the opening of the new school, and

WHEREAS: The one remaining barrier to the immediate start of construction is the presence of J. & C. Adams Company on the site, and

WHEREAS: This company for several years has been aware of the intention of the city to build on this site, and

WHEREAS: The city has taken title to the land and has already extended, on several occasions, the time allowed J. & C. Adams Company to move, and

WHEREAS: The City of Cambridge has, within the last ten days, notified J. & C. Adams Company of their intention to evict them in one month's time,

Therefore be it —

RESOLVED: That the Cambridge School Committee go on record as supporting the decision of the City Manager to evict J. & C. Adams Company forthwith and that the School Committee request the City Manager to give this company no further extension of time in which to move; and, further, that copies of this resolution be forwarded to the City Solicitor, City Manager and the Assistant City Manager.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted that the Cambridge School Committee extend to the teaching nuns of St. Francis of Assisi Parochial School their sincere commendation for the fine work they have performed in caring for the educational needs of so many children for so long a period; and, to extend best wishes for continued success in future endeavors; and, further, that the Cambridge School Committee express their assurance that the Cambridge Public School System will continue the excellent high educational standards set for these students by the St. Francis nuns during these many past years.

On motion by Mr. Good, seconded by Mr. Solomons and Mr. Clinton, it was voted that the Cambridge School Committee record with deep and sincere sorrow the untimely death of Mr. William H. Crocker, City Electrician, who drowned in a boating accident on Sunday, May 11, 1969. Unassuming, and a gentleman in the highest meaning of that word, it may be questioned how many in the various city departments have a full appreciation of how much dependence those active in the work of the municipal government have placed on the judgment of Mr. Crocker throughout his more than twenty-nine years of service in the Electrical Department. The Cambridge School Committee publicly attests to the fact that Mr. Crocker gave graciously of his busy hours to aid in the solution of many troublesome problems. It is with a deep sense of gratitude to Mr. Crocker that the Cambridge School Committee records upon its minutes their sorrow at the loss of this outstanding member of the Cambridge City government and directs that a copy of this Order be sent to Mr. Crocker's family.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to convene in executive session.

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted on the following roll call that Robert E. Adams, 184 Hampshire Street, Cambridge, being the first applicant on the certified Civil Service list to indicate his willingness to accept the position, be appointed junior building custodian effective July 2, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yes".

By unanimous agreement the committee appointed James F. Fitzgerald, Vice Chairman, to be the voting delegate at the State Convention in October and that Mr. Gustave Solomons be appointed alternate.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the following candidates for teaching positions in the Cambridge Summer School:

ART	Phyllis P. Corbin Rita V. Ritterbush
DRAMATICS	Arthur Lipkin
DRIVER EDUCATION	Daniel P. Foley David T. Hunter John Carcia
ENGLISH	John P. Burke Leon C. Fitzgerald Moses Konjoian Virginia Johnson
MATHEMATICS	Paul Axel John F. Toomey Elaine M. Kneeland
SPANISH	Barbara A. Preston Daniel L. Scali

FRENCH	James P. Culhane
FRENCH, SOCIOLOGY	Susan Kurland
READING	Mary J. Diehl
SCIENCE	Harry A. Parris John T. Terry
SOCIAL STUDIES	Richard Bartley Mary Cunningham Charles A. Harrington Sue-Ellen Puffer Daniel L. Scali
TYPING	Janet Rife

That the following names be placed on a supplementary list until proof of certification has been received; Jean E. Fitzpatrick, Social Sciences; James G. Moskovites, Greek and Social Studies; Mary C. Rogers, Typing.

That the following individuals herewith named be approved to assist Mr. Thomas P. Burns, Principal of the Summer School, in the Summer School Office at the Cambridge High and Latin School: Alice R. Broderick, Secretary, and Henry J. Morris, Assistant.

The Superintendent reported that he had received from the Board of Examiners appointed to conduct an examination for the position of Director of Special Education a report stating that they were unable to recommend from the applicants interviewed, a person who in their opinion was qualified for this position. The Superintendent recommended that he be authorized to re-advertise another examination for this position. On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation.

Vice-Chairman Fitzgerald in the chair.

On motion by Mayor Sullivan, it was voted that

WHEREAS:
The Superintendent has informed the School Committee that because of the overcrowding of pupils at the M.E. Fitzgerald School and requested permission to negotiate with the Pastor of the Notre Dame Parochial School for the purpose of leasing three (3) rooms in their school building,

It is therefore

ORDERED:
That the Superintendent be empowered to confer with the City Manager for the purpose of determining if the city would negotiate such a lease and appropriate sufficient funds to provide these three rooms; and that the Superintendent discuss with the City Manager the need for a new elementary school building in the North Cambridge area for the purpose of permanently taking care of this overcrowded school population matter together with other school building needs as shown in the Capital Improvement Program and priorities of these various projects. When the Superintendent's report is completed, the Chairman of the School Committee shall call a special meeting to discuss the entire program with the City Manager and the Director of Planning.

Mayor Sullivan in the chair.

The Superintendent recommended the appointment of teachers and on motion by Mr. Duehay, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted on the following roll call to adopt the Superintendent's recommendation that the persons named below be elected teachers with the rank and salary indicated in each case effective September 1, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

NAME	RANK	SALARY
Mrs. Mariajayne P. Falwell	Teacher (Kindergarten)	7,000
Barbara E. Rodenstein	Teacher (Kindergarten)	7,000
Mary L. Day	Teacher (Grades 1-3)	7,000
Paula D. Dankens	Teacher (Grades 1-3)	7,000
Mrs. Barbara W. Gude	Teacher (Grades 1-3)	7,200
Sheila M. Cronin	Teacher (Grades 1-3)	7,000
Elizabeth H. Tuthill	Teacher (Grades 1-3)	7,200
Mrs. Cheryl L. Huggins	Teacher (Grades 4-8)	7,200
Kenneth S. Neal	Teacher (Grades 4-8)	7,000
Andrea M. Romagna	Teacher (English) Secondary	7,000
John T. Beauregard	Teacher (Biology and Gen. Science) Sec.	7,500
Marion W. Kristal	Teacher (English as Second Language)	7,000

The rules having again been suspended, a motion by Mr. Clinton, seconded by Mr. Wylie, to reconsider the foregoing vote (and hoping same would not prevail) failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation relative to appointments. On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted on the following roll call to adopt the Superintendent's recommendation that Carol Van Houten be appointed Teacher-Librarian for secondary schools at a salary of $7800 per year and that Lois M. Brink be appointed Teacher-Librarian at elementary level at salary of $7800 per year, both appointments to be effective September 1, 1969 and both subject to their qualifying under National Teachers Examinations: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea." The rules having again been suspended and seconded by Mr. Fitzgerald to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the following persons be approved as teachers for the Child Development Classes (Headstart) to be conducted by the School Department this summer under a sub-contract with the Cambridge Economic Opportunity Committee:

Mrs. Carol Gussner
Miss Bethel J. Smith
Mrs. Rochelle Abrams

On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation that Mrs. Denise B. Hendrigan be approved as Supervising Coordinator of the Summer Follow Through Program and that Miss Marjorie Gatchell be approved as Curriculum Coordinator of the Follow Through Program. Salaries for both persons have been funded by the Federal Government.

Question came on bids received for furnishing typewriters for the Business Education Department at the High and Latin School. Assistant Superintendent Murphy recommended that the contract be awarded to Remington Rand Office Machines, they having been the lowest responsible bidder for 50 typewriters at a total net cost of $3,325. On motion by Mr. Clinton, seconded by Mr. Good, it was voted on the following roll call to adopt the Assistant Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Assistant Superintendent's recommendation that the student accident insurance policy be renewed for the forthcoming year with Miller and Watt Insurance Company.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adjourn.

ADJOURNED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

SPECIAL MEETING Tuesday, July 8, 1969

Members Present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

Called by order of His Honor, The Mayor, acting in accordance with the provisions of Chapter 1, Sec. 3, of the Rules of the School Committee, for the purpose of considering and acting on the following matters:

1. Bids for school supplies and equipment
2. Superintendent's recommendation on appointment of teachers
3. Transfer of funds
4. Finalizing certain salary increases provided for in 1969 budget
5. Superintendent's recommendation for Board of Examiners to conduct examination for position of high school Assistant Headmaster.
6. Superintendent's recommendation for approval for participation in "Artabout", Summer Mobile Workshop to be conducted by the Museum of Fine Arts, Boston, and an appropriation of $215.00 for participation.
7. Appointment of Cashier for school cafeteria.
8. Report from the Board of Examiners relating to the position of Director of Modern Languages.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll call to accept the report of the Committee on Buildings and Grounds as set forth below and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

COMMITTEE ON BUILDINGS & GROUNDS
Monday, July 7, 1969

Present: Mr. Clinton, Chairman
Mr. Duehay
Mr. Fitzgerald
Deputy Superintendent Mr. Hockman
Asst. Superintendent Mr. Murphy

It was voted to recommend that contracts be awarded to the following firms for furnishing classroom furniture, they being the lowest bidder in each instance to have met specifications:

653 Pupils Desks	Ivy League Sales Co.	$ 7,829.47
653 Pupils Chairs	Ivy League Sales Co.	4,636.30
24 D. P. Desks 60x30	Offices Unlimited, Inc.	2,611.20
5 D. P. Desks 72x30	Offices Unlimited, Inc.	594.00
24 Swivel Executive Chairs (no arms)	New England Seating Co.	760.80
5 Swivel Executive Chairs (w/arms)	New England Seating Co.	179.75
44 Side Chairs (no arms)	New England Seating Co.	602.80
9 Side Chairs (w/arms)	New England Seating Co.	182.25
100 Tablet Arm Chairs	J.L. Hammett	1,570.00

17 All Purpose Tables	I.F. Corp.	546.63
22 Open Front Bookcases	J.L. Hammett	734.80
		20,248.00

It was voted to recommend that a contract be awarded to Rossano Construction Co. of East Boston for remodeling and installation of new lavatories at Rindge Technical School, at a total cost of $24,017.00, they being the lowest responsible bidder to have met specifications.

It was voted to recommend that a contract be awarded to Ronel Corporation of Arlington for the installation of retractable partitions in the Rindge Technical School Gymnasium, at a total cost of $20,617, they being the lowest responsible bidder to have met specifications.

It was voted to recommend that a contract be awarded to Lorell, Inc., of Boston for printing the 1968-69 Annual Report at a total cost of $1,718.00, they being the lowest responsible bidder to have met specifications.

For good and valid reasons, it was voted to recommend that a contract be awarded to the second lowest bidder to have met specifications, O'Toole Company of Boston, for furnishing two Vulcan-Hart Gas Convection Ovens for Rindge Technical School and M.E. Fitzgerald School at a total cost of $3,972.00.

Respectfully submitted,
DANIEL J. CLINTON - Chairman

On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll call, to adopt the recommendation by Asst. Supt. Murphy that contracts be awarded for general school supplies to the firms indicated below for the total net sums listed: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Summary — General School Supplies:

Henry J. Wolkins Co.	$11,187.58
Saxon Paper Corp.	7,498.00
J.L. Hammett Co.	7,076.30
Mainco School Supply Co.	1,939.56
Milton Bradley Co.	800.50
Monroe Stationers & Printers	789.60
Alles Corp.	90.00
TOTAL	$29,381.54

General Supplies	$19,881.03
Art Supplies	9,500.51
	$29,381.54

Mr. Fitzgerald moved, seconded by Mr. Clinton, that conforming to an order of the School Committee adopted at meeting of February 8, 1969 and "To provide, subject to later action by the School Committee, an increase of 10% effective September 1, 1969 for those civil service employees whose salaries are not part of the contract between the Custodian's Union and the School Committee and/or those employees whose annual salaries have been fixed by act of the School Committee", IT IS THEREFORE ORDERED: That sufficient funds having been provided in the 1969 budget that the salaries for the following categories be increased by 10% effective September 1, 1969:

Principal Clerks
Senior Clerks (female)
Senior Clerk-Typist
Junior Clerk-Typist
Telephone Operator
Part-Time Clerks (Permanent)
Cafeteria Cooks
Cafeteria Helpers
Cafeteria Cashiers

Mr. Good moved to amend the motion seconded by Mr. Clinton to include in the list of categories to receive 10% increase in salary effective September 1, 1969, the position of Attendance Officers. On the following roll-call it was voted to adopt the amendment: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons Mr. Wylie and Mayor Sullivan voting "Yea". It was then voted on the following roll-call to adopt the motion as amended: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been suspended, a motion by Mr. Fitzgerald, seconded by Mr. Duehay, to reconsider the foregoing votes (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the following Board of Examiners be approved to conduct an examination for the position of Assistant Headmaster at High and Latin School:

Dr. Lawrence H. Anderson, Asst. Supt. of Schools
Arlington School Department
George L. Carr, Associate Professor
Lowell State College
Donald K. Davidson, Director of Student Teaching
Harvard Graduate School of Education

On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted on the following roll call to adopt the Superintendent's recommendation that the Cambridge School Department participate in the "Artabout" program being conducted by the Museum of Fine Arts of Boston and that a sum of $215.00 be appropriated from Schedule F-30 as the Cambridge share for this program: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to correct the pay schedule for Attendance Officers by establishing the salary for the Chief Attendance Officer at $9,000 per year rather than $8,500. plus $500.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to refer to the Superintendent for report a communication from Mrs. Olive Johnson, junior clerk-typist in the School Department, relative to her present rating.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to convene in executive session.

At the request of the Cambridge Teachers Association, represented by Mr. Peter Nelligan, chairman of their social committee, it was voted on the following roll-call that the annual reception for new teachers shall be a joint venture between the School Committee and the Teachers Association: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie, and Mayor Sullivan voting "Yea".

The Superintendent reported the marriage of Marsha S. Furchheimer to

Edward M. Mattison and her name will now appear on our records as Marsha S. Mattison.

On motion by Mr. Good seconded by Mr Clinton, it was voted on the following roll call to adopt the Deputy Superintendent's recommendation that Jane G. Heede, who resignation as Coordinator of Health Services Assistant's Program at High and Latin School was accepted at a previous meeting, be allowed to withdraw her resignation and that she be permitted to resume her duties September 1, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll call to adopt the Superintendent's recommendation that Beatrice Weinman and Thomas F. McGovern be appointed Adjustment Counselors for secondary schools at a salary of $10,200 per year effective September 1, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules were again suspended for the purpose of a motion to reconsider the foregoing vote by Mr. Good, seconded by Mr. Clinton (hoping same would not prevail) failed of adoption.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of taking action at this meeting on a recommendation by the Superintendent for the appointment of a Guidance Counselor. On motion by Mr. Wylie, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Superintendent's recommendation that Barry Tarr be appointed Guidance Counselor for elementary schools at a salary of $10,200 per year effective September 1, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons Mr. Wylie and Mayor Sullivan voting "Yea". The rules again having been suspended, a motion to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to suspend the rules for the purpose of taking action at this meeting on the Superintendent's recommendation for appointment of personnel. On motion by Mr. Clinton, seconded by Mr. Good, it was voted on the following roll call to adopt the Superintendent's recommendation that Valerie J. Seidel be appointed Teacher Librarian and assigned to elementary schools at salary of $7,000 per year effective September 1, 1969, said appointment subject to taking and passing National Teachers Examination: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having been again suspended, a motion by Mr. Solomons, seconded by Mr. Duehay to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to suspend the rules for the purpose of taking action at this meeting on the Superintendent's recommendation for the appointment of personnel. On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted on the following roll call to adopt the superintendent's recommendation that Pamela Williams be appointed Kindergartner at the M.E. Fitzgerald School at salary of $7,000 per year and that Mrs. Cecile D. (Filion) Law be appointed teacher of French-Spanish at High and Latin School at salary of $7,000 per year, both appointments to be effective September 1, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules again having been suspended a motion by Mr. Solomons, seconded by Mr. Duehay to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action at this meeting on the Superintendent's recommendation for appointment of personnel. On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted on the following roll call to adopt the Superintendent's recommendation that Michael A. Weaver be appointed teacher of Physical Education at a salary of $7,000 per year effective September 1, 1969, said appointment subject to the candidate taking and passing the National Teachers Examination: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having again been suspended, a motion by Mr. Duehay, seconded by Mr. Good to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll call that Carol A. Gentile, 187 Lakeview Avenue, Cambridge, being the first person on the certified Civil Service list to have indicated her willingness to accept the position, be appointed cashier for the cafeterias at a stipend of $10.16 per day effective June 24, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

The Deputy Superintendent presented the report of the Board of Examiners and reported the establishment of the following list of candidates for the positions of Director of Modern Languages: Mr. James R. Powers Mrs. Florence M. H. Russell, Mr. Ernest J. Mazzone, Miss Gertrude K. Parsons, Mr. Myron L. Miller.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that James R. Powers, being the first name on the examined list, be appointed Director of Modern Languages effective September 1, 1969 at a salary of $15,600 per year.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in regular session.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adjourn.

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

SPECIAL MEETING Tuesday, August 12, 1969

Called for the purpose of discussing the decision of Arbitrator concerning work schedules for school custodians.

Members present: Mr. Clinton, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-chairman Fitzgerald.

Vice-chairman Fitzgerald in the chair

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the communications with reference to the subject matter of this special meeting be made part of the records.

August 5, 1969

American Federation of State
County and Municipal Employees,
AFL-CIO
c/o Augustus J. Camelio, Esq.
General Counsel
73 Tremont Street
Boston, Massachusetts 02108

RE: American Federation of
State, County and Municipal
Employees, AFL-CIO
— and —
Cambridge School Committee
1130-0137-69

Cambridge School Committee
c/o Philip M. Cronin
City Solicitor
Law Department
City Hall
Cambridge, Massachusetts

Gentlemen:

By direction of the Arbitrator Professor Hogan we herewith transmit to the parties the duly executed Award in the above-entitled matter. Any administrative fees that are outstanding remain due and payable to our Association.

Very truly yours,
Suzanne Kamrath
Labor Tribunal Administrator

cc Gerald P. Griffin
William J. Martin
Anthony Veno
David E. Hockman

AMERICAN ARBITRATION ASSOCIATION, Administrator

Voluntary Labor Arbitration Tribunal

In the Matter of the Arbitration between
American Federation of State,
County and Municipal Employees,
AFL-CIO
— and —
Cambridge School Committee
Cambridge, Massachusetts
Case Number: 1130-0137-69

Award of Arbitrator

The undersigned Arbitrator having been designated in accordance with the Arbitration Agreement entered into by the above-named Parties, and dated December 3, 1968 and having been duly sworn and having duly heard the proofs and allegations of the Parties, AWARD as follows:

> Neither Article VII nor other clauses of the Collective Bargaining Agreement dated December 3, 1968 specify or contemplate the unilateral institution of night shifts and unilateral transfer of employees by the School Committee to such shifts. The conditions of shift transfer are not covered by the Agreement and shall be negotiated by the parties.

/s/ John A. Hogan, Arbitrator

Arbitration between:

American Federation of State,
County and Municipal Employees,
AFL-CIO
— and —
Cambridge School Committee
Cambridge, Massachusetts

AAA Case No. 1130-0137-69

Grievance: Work Schedules for Custodians

Date of Hearing: June 19, 1969
Briefs Filed: July 8, 1969
Date of Awards: July 26, 1969

Union Appearances

Augustus J. Camelio, General Counsel, AFSCME
Gerald P. Griffin, President, Local 1611
William J. Martin, Senior Custodian, Cambridge School Department
Anthony Veno, Head, Executive Board

School Committee Appearances

Philip M. Cronin, City Solicitor
David E. Hockman, Deputy Superintendent

The Issue

> Whether or not the establishment of work schedules by the Deputy Superintendent of Schools on December 17, 1968 is in accord with the Agreement between the Cambridge School Committee and the American Federation of State, County and Municipal Employees. The Union asks that if the action of December 17, 1968 is found to violate the Agreement, the School Committee negotiate with the Union any such changes.

Statement of the Case

According to the undisputed evidence the work schedule for custodians when school was in session had been for a period of some 27 years prior to December 17, 1968 from 6:30 A.M. to 3:30 P.M. with one hour (11:30-12:30) off for lunch. When school was not in session the schedule was 7:30 A.M. to 4 P.M. with one-half hour for lunch, 11:30-12 noon (Joint Exhibit 4a-4c). When use of the Gymnasium or other facilities required the men to work later in the afternoon the required custodians would work the hours at overtime pay or in the case of two-custodian schools, one man might start later and work later. Such hours did not extend beyond 6 P.M. If night work was required due to the use of the auditorium or for other reasons the men were assigned such work at overtime pay.

Until the new assignments, announced on December 17, 1968 became effective on June 9, 1969 the custodial work, except for night schools, had always been a scheduled daytime operation. They never operated on a second or third shift. (The boiler room had operated on a three-shift basis and included Saturday and Sunday work.)

Under Memorandum of December 17, 1968 directed to all custodians a second shift (2 P.M. to 11 P.M. with one hour off 5-6 P.M.) was added to "two-man" schools. The schedule for three-man schools and high schools included a 9 A.M. to 6 P.M. shift, labeled "second shift" and a "third shift" from 2 P.M. to 11 P.M. (Joint Exhibit 2). The December 17, 1968 memorandum changing the work schedules contains the language "As provided by Article VII of the contract . . . the following schedules for custodians and janitresses will become effective." The men were asked to state their preference and their seniority.

Under letter dated February 4, 1969 from Howard V. Doyle, President, Mass. State Council AFSCME, addressed to Edward J. O'Connell, Cambridge School Committee, the Union contended that the December 17, 1968 bulletin announcing the establishment of new work schedules was a violation of Articles VII, XVIII, 2, 3 and XXI, 4 of the contract. The matter was not resolved and comes to arbitration under Article IV, the grievance and arbitration clause.

Contract References

Article I RECOGNITION . . . pursuant to Section 178H (3) of the Law, American Federation of State, County and Municipal Employees and its appropriate affiliates AFL-CIO is the exclusive representative of such employees of City of Cambridge School Committee for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment.

ARTICLE VII HOURS OF WORK — The regular hours of work each day shall be consecutive except for interruptions for lunch period.

The work week shall consist of five consecutive eight (8) hour days, beginning Monday or Tuesday, except for employees in continuous operations, discussed below.

The normal work period shall consist of the same eight (8) consecutive hours within any forty (40) hour period, except that an employee shall be notified at least five (5) days prior to any change in his work schedule.

Employees engaged in continuous operations are defined as being any employee or group of employees engaged in an operation for which there is regularly scheduled employment for twenty-four (24) hours a day, seven days a week. The work week for employees engaged in continuous operation shall consist of five (5) consecutive eight (8) hour days.

This article applies only to regularly appointed employees.

No employee shall absent himself from his assigned duties without proper permission.

The hours of work and the length of the work year for school matrons and janitresses shall remain as presently in effect.

Article XVII SHIFT DIFFERENTIAL — Any person regularly assigned to work a schedule which extends beyond 5:00 P.M. shall receive a differential of 20c an hour for all hours between 5:00 P.M. and 6:00 A.M.

Such differential will not be included in determining overtime compensation.

Article XVIII GENERAL PROVISIONS — . . . Any benefit, privilege or working condition existing prior to this agreement not specifically covered by this agreement shall remain in full force and effect and if proper notice is given by either party as to the desirability of amending, modifying or changing such benefit, a privilege or working condition, it shall be subject to negotiation between the parties. . . .

Article XXI DURATION — (4) Changes: Should either party to this agreement wish to inaugurate collective bargaining, discussions over changes they may wish to introduce into this agreement, it is agreed that notice of the substance of the changes and the language with which such desired changes are to be expressed, shall be mailed to the authorized parties signatory to the Agreement on or before sixty (60) days before termination date of this agreement. The parties receiving such notice of desired changes shall forthwith seek establishment of a meeting for purposes of discussion and amicable accommodation for the desired changes. Nothing in the Article shall preclude the Union from modifying my previous proposals during the course of the negotiations.

Position of the Union

The Union argues that the unilateral establishment of the new schedules violates Article I (Recognition), Articles XXI, 4 (changes) and XVIII, 3 (Past Practices), which the Union says should be read together, and Article VII; that the addition of shifts and change in schedules should have been negotiated during the 13 months, November, 1967-December, 1968; that if the School Committee can by-pass collective bargaining on an item such as hours of work for which collective bargaining is specifically provided under Article I, then the Committee can reduce the contract to a nullity; that among the proposals submitted by the Union during negotiations was a proposal to retain the current work schedule; that the School Committee made no counter-proposal or informed the Union of any intended change, therefore, it is reasonable to conclude that the intent of the parties was to maintain the established work schedule under the past practice clause; that Article VII provides that the normal work period shall consist of the same eight consecutive hours; that the new schedule was designed to avoid overtime and such actions have been held violative of collective bargaining agreements (Kennecott Corp., 6LA820; Menasco Mfg. Co., 30LA465; Acme-Newport Steel Co., 35LA893).

Position of the School Committee

The School Committee contends that the new work schedule establishing an evening shift does not violate the collective bargaining agreement; that

Article VII specifically provides that "The normal work period shall consist of the same eight consecutive hours within **any forty-hour period** (emphasis added); that this provides the right to assign custodians to work 8 consecutive hours on any shift in any 40-hour period; that VII provides for regular work hours to be consecutive except for lunch periods and the new schedules provide for consecutive hours except for lunch period; that there were no "benefits, privileges or working conditions" under Article XVIII which required negotiations since there was no understanding that there would be no evening work; that custodians had worked at night for athletic events and other special events; that the Union's position on XVIII is legally untenable since it applies only to working conditions "not specifically covered by this agreement" and the Agreement specifically covers hours of work under VII and overtime under VIII; that the Agreement contemplated a change in whatever working conditions existed at the signing of the Agreement since Article VII provides: "The hours of work and length of the work year for school matrons and janitresses shall remain as presently in effect" but does not include the custodians in this requirement; that the Union is trying to enlarge this specific language to include custodians; that it is a basic rule of interpretation of legal documents that if a specific item is explicitly covered by an agreement, general matters not covered are excluded; that long before the 1968 Agreement was executed the parties knew that the City was planning to institute Community Schools which would use school facilities after hours and particularly at night and that Article XVII which provides a shift differential or 20 cents an hour for all hours worked between 5 P.M. and 6 A.M. shows that the parties contemplated evening work.

Arbitrator's Analysis

Careful consideration of the position of the parties shows that each has strong arguments and each has made the most of these arguments. It is easy to understand why counsel for the School Committee would reach the conclusions he did on the basis of contract law. But where the Collective Bargaining Agreement contains no explicit reference to the establishment of new shifts or more significantly, to the conditions of transferring present employees to new shifts, more weight should be given to usage or past practice, to the fundamental law of the Agreement, Article I, Recognition, and to the collective bargaining relationship provided for in this threshold clause than is given to these factors by the Committee.

Article I specifically provides for negotiation through "collective bargaining in respect to hours of employment and other conditions of employment." Nowhere in Article VII nor elsewhere is there a shift transfer clause such as contained in many labor contracts which covers what was done by the Committee. In the face of 27 years of past practice of only regularly scheduling the custodians on day work, the unilateral institution of night shifts and the transfer of employees to these shifts without negotiation constitutes a basic change in hours of work not contemplated by the Agreement. This important matter, known to involve a basic change in hours and conditions for some employees and known at the time the 1968 contract was being negotiated should have been discussed during these negotiations. This is so if Article I and XXI, 4 (Changes) are to have meaning.

The contract should be read as a whole. And where matters such as this, the transfer of employees to new shifts is not specifically covered by the Agreement, past practice is relevant. Reading the contract as a whole and considering established practice it must be ruled that the contract does not contemplate the changes made.

Article VII is not specific to the issue before us and cannot, in any view, be relied upon to support either the position of the Committee or the position of the Union. Article VII merely establishes an 8-hour day or 8 consecutive hours (except for lunch periods) such hours to normally remain the same hours for the individual employee during his five-day week. These are the terms relevant to our consideration.

It seems to me that both parties read too much into Article VII. This clause neither prohibits nor contemplates the institution of new shifts and does not cover the conditions which would apply to transfers of employees to new or different shifts. It is not a shift transfer clause. It does not decide our case.

Nor can one read too much into the last sentence of Article VII. The sentence relates to school matrons and janitresses. It provides that their hours of work and length of the work year shall remain as presently in effect. The fact that this clause does not include custodians does not mean that the regularly scheduled work shift of the custodians may be changed from day time to night time without the conditions of the transfer being negotiated with the Union. I do not understand the Union to be arguing that work schedules must always remain the same; only that the change made here be negotiated.

The fact that custodians occasionally performed night work at overtime is not significant to our question since we are involved with a fundamental change in regularly scheduled hours and with shift transfers. Nor does Article XVII, Shift Differential clause prove the Committee's case. This clause would apply to night shifts where such are negotiated and their conditions made part of the contract.

Summary

In summary, while Committee counsel presented an admirable case from the standpoint of general law of contracts, within the special area of the collective bargaining relation and the law of that relation, Article I, XXI, 4, XVIII, 3 and established practice require that the changes contained in the School Committee's memorandum of December 17, 1968 be negotiated with the Union. The reasons for adding a night shift for custodians (to provide night time facilities for Community Schools and to check night time vandalism) are good reasons. The institution of a night shift is justified. But if Article I and the collective bargaining relation is to have meaning, the conditions of night shift operation and of shift assignment should be negotiated with the Union.

> Neither Article VII nor other clauses of the Collective Bargaining Agreement dated December 3, 1968 specify or contemplate the unilateral institution of night shifts and unilateral transfer of employees by the School Committee to such shifts. The conditions of shift transfer are not covered by the Agreement and shall be negotiated by the parties.

John A. Hogan
Arbitrator

Durham N. H.
7/26/69

Western Union **Telegram**

Cambridge School Committee, care of Edward O' Connell
1700 Cambridge St., Cambridge, Mass.

Re Arbitrators decision Demand School Department Custodians Return To Former Work Schedules Immediately Further Request Opening Negotiations As soon As Possible.

Augustus J. Camelio General Counsel AFSCME AFL-CIO

Mr. David E. Hockman
Deputy Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Re: Custodians' Contract

Dear Mr. Hockman,

After examining the decision of the Arbitrator regarding the establishment of work schedules for School Custodians, it is my opinion that you shuld reestablish their original hours and proceed with negotiations regarding the making of changes in their work schedule.

Yours very truly,

Edward D. McCarthy
Acting City Solicitor

Mr. Good moved, seconded by Mr. Clinton, that in accordance with the rules of the contract and in accordance with the Arbitrator's decision and, further, in accordance with the rules of the contract covering five (5) days notice of change of assignment, that the custodians be notified that their work schedule will revert back to the work schedules in effect prior to the start of the multiple shift program; and, further, that the adoption of this motion shall be without prejudice to the right of the School Committee to pursue any action they may feel warranted. The motion on a viva voice vote failed of adoption.

Mr. Wylie moved, seconded by Mr. Solomons, that the services of Atty. Leon Kowals be retained by the School Committee for the purpose of examining the records and contract between the Custodian's Union and the School Committee together with the Arbitrator's proceedings for the purpose of presenting their opinions in the matter at the Special Meeting to be held on Tuesday, August 19, 1969; and, further, that the City Solicitor be requested also to be present at this meeting. After considerable discussion Mr. Wylie asked and received unanimous consent to withdraw his motion.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that the City Manager and the City Solicitor be requested to attend this Special Meeting to be held on August 19, 1969 for the purpose, among other things, of discussing the decision of the Arbitrator in the matter of establishing a work schedule for the school custodians.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adjourn.

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

SPECIAL MEETING Tuesday, August 19, 1969

Called by His Honor, Mayor Walter J. Sullivan, for the purpose of considering and acting on the following matters:

1. To discuss the decision of the Arbitrator in the matter of establishing work schedules for school custodians.
2. Superintendent's recommendation, presented at the special meeting of July 8, 1969, that James R. Powers, being the first name on the examined list, be appointed Director of Modern Languages, at a salary of $15,600 per year, effective September 1, 1969.
3. Transfer of funds.
4. Award of Bids
5. Interim report on comprehensive high school
6. Superintendent's recommendation for appointment of school adjustment counselor and teachers, **in executive session.**

&. Request for termination of sick leave, **in executive session.**

Members Present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

Notwithstanding the call of the meeting, it was unanimously agreed to admit a communication from the Russell Community Schools Advisory Council and on a motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that the communication be made part of the minutes.

The Russell Community School
Neighborhood Advisory Council

August 18, 1969

The Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass. 02138

Dear Members:

The Russell Community School Neighborhood Advisory Council has been formed and we are now interviewing applicants for the position of Neighborhood Co-ordinator. We hope that neighborhood people, young and old, will be able this fall to set up programs which they want and need at the Russell School.

We need the Community School program. We have no community center on our area, no facilities for the elderly, young adults, teenagers or small children. The Russell School is the only public building in existence in our area where these activities can be located.

To cut off community schools now would be wasting the taxpayers' money which has been spent on new school buildings especially designed for community use, and also money which has been spent for years on older buildings that are used only a third as much as they could be. It would also be telling the people of Cambridge that the public schools are only for children between the ages of six and seventeen, and not for the people who are paying for them.

But something far more valuable than money would be wasted. We are a small part of a large number of people who believe that Cambridge can be made a better place to live in, and who have been, and still are, willing to make a continuing effort to improve our city. We do not want to increase our own importance in doing this. What we do want is production. The Community School program provides a way in which we can work with the city government instead of working against it. If this program were to be cut off, it would leave us with a bitter distrust of the city government which would only be harmful to Cambridge.

The problems that you are facing are not impossible to solve. Other cities have solved them to the betterment of everyone who lives there. They can and must be solved here in Cambridge.

Question came on the Arbitrator's decision in the matter of work hours for custodians.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted on the following roll call that the Superintendent or his designee be instructed to immediately commence negotiations with the Custodian's Union specifically for conditions of shift transfer and that with the advice of the City Solicitor he retain labor law counsel to assist him and that a report be presented to School Committee at the next regular meeting; and, further, that in the interim the present stagger system of custodian hours be maintained. Mr. Duehay, Mr. Fitzgerald, Mr. Solomons, Mr. Wylie voting "Yea" Mr. Clinton, Mr. Good, Mr. Sullivan voting "Nay".

On motion by Mr. Clinton, seconded by Mr. Good, it was voted on the following roll call to adopt the Superintendent's recommendation presented at the special meeting of July 8, 1969 that James R. Powers, being the first name on the examined list, be appointed Director of Modern Languages at a salary of $15,600 per year effective September 1, 1969. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted on the following roll call that in addition to sums previously appropriated, the sum of $2750.55 be appropriated to Schedule D-18 Textbooks, said sum to be provided by transfer from NDEA Public Law 85-874. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted on the following roll call that in addition to the sums previously appropriated, the sum of $2215.50 be appropriated to Schedule F-21 Guidance Equipment and Supplies, said sum to be provided by transfer from NDEA PUBLIC LAW 864. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted on the following roll call that in addition to sums previously appropriated, the following sums be appropriated:

To Schedule	D-9	Educational Supplies	$ 600.00
	G-7	Classroom Furnishings	1900.00
	G-8	Educational Equipment	6200.00
	G-10	Science	1800.00
	F-14	Audio Visual	4400.00
	D-18	Text Books	1849.45
		Total	16,749.45

Said sum to be provided by transfer from NDEA PUBLIC LAW 85-864. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Question came on petition for certain repairs in the schools.

Asst. Supt. Murphy recommended that a contract be awarded to M. Frank Higgins Co., Boston, Mass., they being the lowest responsible bidder to have met specifications, for installation of floors at Rindge Technical School at a price of $2,588. On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted on the following roll call to adopt Asst. Superintendent's recommendation. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On Assistant Superintendent Murphy's recommendation that a contract be awarded to the second lowest bidder, the Kendall Boiler and Tank Company of Cambridge, for re-tubing boilers at the Haggerty School at a sum of $1,647.00, the Asst. Supt. recommended the 2nd lowest bidder in this instance because of the very small difference in bid and the Kendall Boiler Company being a Cambridge concern who could offer immediate service if needed. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Assistant Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following interim report on comprehensive high school:

A. TITLE:

VOCATIONAL AND TECHNICAL EDUCATION

B. INTRODUCTION

1. 50 to 70 per cent of our pupils will not go to college.
2. Large numbers of our high school graduates enter the labor market with little or no skill for today's industrial technology.
3. A great number of jobs are not filled at middle skill levels.
4. Dropouts are increasing.
5. Disadvantaged youth needs help.

C. APPROACH:

What do we in education hope to do for the majority of our students?

D. AIM:

To provide every student, male and female, with the opportunity to achieve in each of the following three areas:

1. Skills and knowledge in a personally chosen field of work-vocational competence.

2. Responsible citizenship.

3. Individual self-fulfillment.

E. PROCEDURE:

1. Development of clear cut educational objectives based on analysis of desired behavior after graduation or termination of school.

2. Collection and study of vocational information of representative jobs.

3. Analysis of performances required for jobs and description of classes of performance to be learned.

4. Establishment of a committee of educational and vocational experts to develop recommended objectives for a curriculum which includes the three goals of section D.

5. The designing of a comprehensive and flexible curriculum for each vocational area.

6. Establishment of guidance programs and prerequisite instruction beginning in Grade 7.

7. Review of guidance procedure to identify vocationally talented.

8. Selection of instructional materials, methods, aids and design of materials relevant to each area. Consideration should be given to sub-objectives in terms of student achievement which contribute in sequential fashion to attainment of objectives.

9. Development of measures of student progress.

10. Development of methods of instruction to make possible individual student progress and selection of alternative programs.

11. Development of a program of evaluation not only at end of year but also with a follow up after graduation.

12. Development of teacher training materials for in-service teacher education.

13. Initiation of special programs for the development of transitional educational patterns in deprived areas while more comprehensive programs are emerging.

    b. Programs for disadvantaged youth.
    a. Program for drop-outs.

14. Expand vocational-technical training for girls.

HOPEFUL OUTCOMES:

Of immediate concern are those students who are not college bound. Provision will be made for those who wish to change their educational goals so that a sequence of decisions may be made by the individual student compatible with his abilities and interests. The student will also follow a sequence in social studies, mathematics, English and science in addition to attaining vocational competence. Also included will be courses of an elective nature in art, music, drama, etc. to provide for the goal of self-fulfillment and wise use of leisure time. All progress should be measured commensurate with the student's individual abilities.

SUMMARY:

> Although Cambirdge has made a start in this direction with the Rindge Technical Institute and provisions for grades 13 and 14 and the Electronics and Medical Records Technician courses, the Cambridge Program for Vocational Training for Young Adults, the Health Services Assistants Program, the new Computer Program, The Community Schools, and Model Cities programs that are being considered, the time has now come to co-ordinate and integrate all programs on a carefully planned and clear cut educational policy. The responsibility is ours; we must assume it.
>
> Any successful program will take time. Direction is needed to correlate these programs toward attainment of our goals. We need constant evaluation of each program not only in progress, but also after graduation to determine how we are doing, and what changes are necessary. All evaluation must be based on an analysis of desired behavior. This is a large task but progress can be made. There are many problems: obsolescence of equipment, development of new attitudes, new curricula, use of new techniques and in-service training of teachers. Most necessary is the establishment of a department of Research and Development that will be invaluable in having our Cambridge Schools keep up and initiate changes so necessary in this fast changing world. Every successful operation in the military-industrial complex or in education has an R and D department. Why don't we? A great challenge, true: But the rewards are great. In essence we must have a "SUPERMARKET" in education with all that the operation of a succesful one implies.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to convene in executive session.

The Superintendent recommended that Mrs. Cecelia K. Kalberg be appointed Adjustment Counselor and assigned to the Bureau of Pupil Services at salary of $10,200. per year effective September 1, 1969; that Mrs. Dorothy S. Lemmons be appointed Adjustment Counselor and assigned to the Bureau of Pupil Services at salary of $11,400. per year effective September 1, 1969. On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll call to adopt the Superintendent's recommendation relating to the appointment of Adjustment Counselors: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules again having been suspended, a motion by Mr. Clinton, seconded by Mr. Good to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent recommended that Elizabeth M. Bledsoe be appointed teacher of Learning Disabilities and assigned to the Bureau of Pupil Services at a salary of $9,800. per year effective September 1, 1969. On motion by Mr.

Clinton, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Good, seconded by Mr. Wylie, it was voted on the following roll call to adopt the Superintendent's recommendation relating to teaching of learning disabilities: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having again been suspended, a motion by Mr. Duehay, seconded by Mr. Solomons to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent recommended that Francis A. Harvey be appointed a science teacher and assigned to elementary schools at a salary of $8000. per year effective September 1, 1969, this appoint subject to his qualifying under National Teachers Examination. On motion by Mr. Wylie, seconded by Mr. Fitzgerald, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll call to adopt the Superintendent's recommendation for the appointment of a science teacher: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules again having been suspended on motion by Mr. Clinton, seconded by Mr. Good to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent recommended the appointment of the following teachers, effective September 1, 1969:

M.E. Fitzgerald	Janet F. Paul	Teacher—Kdgn.	$7,000
Thorndike	Mrs. R. Marcia Migdal	Teacher (Eng. as 2d lang.)	7,000
Elementary Schools	Sarah L. Maxwell	Teacher (Phys. Ed.)	7,200
	Mrs. Rhona M. Sloan	Teacher (Phys. Ed.)	7,200

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Good, seconded by Mr. Wylie, it was voted to adopt the Superintendent's recommendation on the election of the foregoing teachers: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan. The rules having again been suspended, a motion by Mr. Solomons, seconded by Mr. Duehay to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent recommended that the leave of absence because of illness of Margaret A. Carey, teacher at the Abraham Lincoln School, be terminated forthwith and that Miss Carey be assigned as a Reading teacher at the Abraham Lincoln School. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation.

On motion by Mr. Clinton, seconded by Mr. Fitgerald, it was voted to reconvene in regular session. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, seconded by Mr. Fitzgerald, it was voted to ratify and affirm the votes taken in executive session. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adjourn.

ADJOURNED
EDWARD J. O'CONNELL
SECRETARY OF THE SCHOOL COMMITTEE

SCHOOL COMMITTEE

REGULAR MEETING Tuesday, September 2, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

It was voted to convene in executive session for the purpose of discussing the Arbitrator's decision relative to working hours for custodians. City Solicitor Philip Cronin and Attorney Leon Kowal attended meeting and discussed the matter at length. The following report from the City Solicitor concurred in by the Superintendent was presented.

CITY OF CAMBRIDGE
LAW DEPARTMENT

August 25, 1969

Mr. Edward Conley
Superintendent of Schools
Cambridge, Massachusetts

Dear Mr. Conley:

At the negotiations with the union representatives of the custodians at the school committee room on August 23, 1969, there were present representing the city, in addition to yourself and myself, Messrs. Hockman and Kowal and representing the union, Messrs. Doyle, Camelio, Griffin and Veno. The union initially demanded that the night shift be eliminated and that the shifts revert back to the original schedule before the institution of the night shift, pending negotiations of the following demands by the union:

1. A 20¢ shift differential for any shift starting after 2 p.m.
2. An amendment to Article 7 of the agreement to the effect that the work week starts on Monday.
3. A salary increase of 5% over and above the increase of 5% already granted the custodians.
4. Equalization of pay for all custodians.
5. Five-week vacation after 20 years' service.
6. Agreement that the functions of the custodians should remain the same after the institution of community schools.

It is my view that these demands are unjustified. It is also my opinion, as previously expressed, that the issue is not arbitrable and there is nothing in the arbitrator's opinion that changes my view on that. In any event, at most, all the arbitrator has said is that, while the institution of a night shift is justified, the conditions of the shift should be negotiated. But the demands of the union, with the possible exception of the shift differential and the question of functions, have absolutely nothing to do with such conditions and amount to an attempt to use the arbitrator's opinion to reopen the contract. The union also advised us that until there was an agreement, the custodians would not work the night shift. That would be a strike and under these circumstances it is my opinion that any custodian who fails to work at the designated shift should be discharged.

PHILIP M. CRONIN, City Solicitor

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that in relation to a communication from the Massachusetts State Council AFSCME dated August 25, 1969 relating to a grievance purportedly in violation of Article XVI entitled "Salaries," said communication being made part of these minutes, it is the opinion of the Cambridge School Committee that steps 1 and 2 of the grievance procedure under the contract between the Custodian's Union and the School Committee have not been carried out in conformity with the contract and therefore the Cambridge School Committee does not consider this to be a formal grievance under the terms of the contract and therefore requests the School Committee's attorney in this matter, Leon J. Kowal, to inform the Massachusetts State Council of the School Committee's position.

American Federation of State, County and Municipal Employees

A.F.L. C.I.O.

August 25, 1969

Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Attention: Edward O'Connell, Secretary

Re: Grievance in violation of
Article XVI entitled "Salaries"

Dear Mr. O'Connell:

Please be advised that Local 1611, Council No. 41 American Federation of State, County and Municipal Employees, AFL-CIO, presented a grievance which was heard on June 17, 1969 concerning the payment of $700.00 to certain custodians in violation of Article XVI entitled "Salaries."

The Union requested that all custodians be paid the same salary; namely, that all custodians be given the $700.00 increase.

Inasmuch as the School Committee has not responded within ten working days after its next regularly scheduled meeting, its failure to reply has been construed as a decision favorable to the Union in accordance with Article IV, Step 3 of the formal procedure in the adjustment of grievances.

Accordingly, the Union is requesting that payment be made to the custodians within a reasonable time.

Very truly yours,

Augustus J. Camelio
General Counsel No. 41
Local 1611, AFSCME

cc Howard V. Doyle, President, Council No. 41
Gerald P. Griffin, President, Local No. 1611

It was voted to reconvene in regular session.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to approve as presented the minutes of the regular meeting of June 17, 1969, the Special meeting of July 8, 1969 and the Special meeting of August 12, 1969.

On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted to grant the request of Radio Station WEIM, Fitchburg, Mass., for permission to broadcast the Rindge Technical-Fitchburg High football game scheduled for October 25.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to approve the plans for a reception to new teachers to be sponsored jointly by the Cambridge School Committee and the Cambridge Teachers Association on Sunday, September 14, 1969 at the Cambridge Boat House from 3:00 to 5:00 p.m.

Communication was received from Education Collaborative for Greater Boston requesting the School Committee to appoint one of its members to serve along with the Superintendent as a member of the EdCo Executive Committee. The chairman appointed Francis H. Duehay. Mr. Duehay stated that because of many prior commitments, he would not be able to accept this appointment. It was then unanimously agreed to refer the matter to executive session.

There being no objection, the chair ordered placed on file a communication from Adrienne McClure, teacher of Home Economics in elementary schools thanking the Committee for allowing her leave of absence for attending a meeting of the American Home Economics Association.

There being no objection the chairman ordered made part of the minutes the following communication from the Teachers' Retirement Board relative to the continued employment of William F. Foley as Master of the Longfellow School.

TEACHERS' RETIREMENT BOARD

182 Tremont Street, Boston, Mass.

July 17, 1969

Mr. Edward O'Connell
1700 Cambridge Street
Cambridge, Massachusetts

Dear Sir:

We acknowledge receipt of your letter dated July 15, 1969 in which you report that at a meeting held on June 3, 1969 the Cambridge School Committee voted to request the Teachers' Retirement Board for permission to continue the employment of Mr. William F. Foley to the end of the school year, June, 1970.

In accordance with the provisions of Chapter 348 of the Acts of 1954, he may be so employed.

Very truly yours,

/s/Joseph B. Carroll
Executive Secretary

SUPERINTENDENT OF SCHOOLS

Reports and Recommendations

The chairman ordered placed on the calendar as required by the rules, the Superintendent's recommendation that the following textbooks be approved for use in the Cambridge public schools.

Published by Laidlaw Brothers:	People At Home Families and Social Needs

	Communities and Social Needs Regions and Social Needs
Published by Prentice-Hall, Inc.	People And Their Actions People And Their Social Actions

The Superintendent reported the receipt of a check in the sum of $71,764 as the first payment under the net entitlement of $95,686 under the provisions of Public Law 874 Title I.

The Superintendent reported that Janet F. Paul, who was appointed Kindergartener and assigned to the M. E. Fitzgerald School in August, 1969, has, for personal reasons beyond her control, declined the appointment. It was unanimously voted to accept this declination.

The Superintendent reported the following resignations and on motion by Mr. Duehay, seconded by Mr. Clinton it was voted to accept the resignations effective June 30, 1969:

Camb. High & Latin School	Samuel T. Scott	Teacher-Chemistry
Camb. High & Latin School	Mrs. Claudia Mosko	Teacher-Modern Lang.
Harrington	Mrs. Brenda Albano	Teacher-Kdgn.
Houghton	Mrs. Maureen (Allenberg) Petronio	Teacher-Gr. I
Morse	Mrs. Carol F. Rodman	Teacher-Gr. I
Putnam	Mrs. Helen A. (King) McGah	Teacher-Gr. I
Thorndike	Mrs. Susan Kreitzman	Teacher-Gr. 4
Elementary French	Mrs. Jane (Carney) Conaway	Teacher-Elem. Fr.
Thorndike	Mrs. Roberta J. (Allen) McDonnell	Teacher-Gr. 5
Peabody-Russell	Mrs. Melissa A. (Hadlock) Hammel	Teacher-El. Econ.
Roberts	Mrs. Lynn W. Oberfield	Teacher-Gr. 7
M.E. Fitzgerald Declining Appt.	Mrs. Marijane P. Falwell	Teacher-Kdgn.
Harrington	Mrs. Joanna F. (Regione) Holleran	Teacher-Gr. 4
Russell	Miss Marjorie Gatchell	Teacher-Spec. Class

The Superintendent reported the transfer of the following teachers effective September 1, 1969.

NAME	TRANSFER FROM	TRANSFER TO
Miss Marie A. Morello	Elem. French	Houghton-Grade. 7
Miss Dorothy P. Klein	Thorndike - Gr. 5	Webster-Gr. 4

The Superintendent recommended that the following teachers who were appointed subject to taking National Teachers Examination, having fulfilled this requirement, that their appointments be and hereby are confirmed.

David P. Salemme
Carolyn M. VanHouten
Paul J. Weissbach
Lois M. Brink

The Superintendent reported the marriage of Cecile D. Filion, teacher at High and Latin to Mr. Floyd W. Law, Jr., on June 21, 1969 and her name will now appear on our records as Cecile D. Law; that Carol Ann Sites, teacher at the Agassiz School was married to Robert H. Louis on June 28, 1969 and her name will now appear on our records as Carol Sites Louis; Susan Lorraine Clark, teacher at the M. E. Fitzgerald School was married to John J. Hughes on June 21, 1969 and her name will now appear on our records as Susan C. Hughes; that Lorraine M. Verrier, teacher at the Fletcher School was married to David A. Brown on May 31, 1969 and her name will now appear on our records as Lorraine M. Brown; that Brenda Rhea Katz, teacher at Harrington School married John C. Albano on June 7, 1969 and her name will now appear on our records as Brenda R. Albano; that Ellie Jo Robinson, teacher at the Houghton School, married Stephen R. Regan on June 14, 1969 and her name will now appear on our records as Ella Jo Regan; that Donna K. Levey, teacher at the Thorndike School, was married to Mr. Travil Wayne Ballew on August 3, 1969 and her name will now appear on our records as Donna Levey Ballew.

Conforming to an order of the School Committee that he report on what progress has been made in creating and filling positions in the areas of Physical Education, Music, Art, Guidance, Remedial Reading and Science, the Superintendent submitted the following report and on motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make this report part of the minutes.

In compliance with the Order of the School Committee dated June 17, 1969 "that, RECOGNIZING THE NEED FOR ADDITIONAL SPECIALISTS in the following fields and the difficulty in recruiting them, the Superintendent is requested to report on what progress has been made in creating and filling positions in the following areas: (Indicate secondary or elementary) Physical Education (male); Physical Education (Female); Music; Art, Guidance; Remedial Reading; Library Science" — the following report is submitted covering each of the areas noted.

1. In Physical Education the expansion of the program to grade eleven required the addition of one male and one female instructor. At the elementary level the resignation of three instructors required replacements.

As of August 25, 1969 all positions except one female were filled with fully qualified teachers. Agressive efforts, especially by the Director of Physical Education, to fill these vacancies have been successful in all but one instance.

2. In Music two instructors resigned and their positions have been filled with fully qualified teachers for the elementary schools. All schools receive specialized instruction.

3. In Art two instructors resigned and three fully qualified teachers were appointed for the elementary schools and thus will provide specialized instruction for all schools.

4. In the area of Guidance one counselor for the elementary schools was appointed to fill the vacancy caused by a promotion. Five adjustment counselors were appointed to fill new positions provided in the budget.

5. Remedial Reading teachers have been provided for all elementary schools except for Agassiz, Peabody and Gore Street Schools. One fully qualified teacher was recommended but did not accept the appointment.

6. In Library Science two teacher-librarians resigned and three fully qualified instructors were appointed one of whom was assigned to the newly

organized Resources Room at the School Department Office. As of this date only the Fletcher, Houghton, Putnam, Thorndike and Gore Street Schools will be serviced with deposit libraries.

7. In Science all positions at secondary level and at elementary level have been filled.

Edward A. Conley
/s/Superintendent of Schools

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following report from the Superintendent on teacher recruiting efforts.

As of August, 1969 a total of 677 interviews have been conducted by the Board of Examiners of the Cambridge School Department with applicants for teaching positions for September, 1969.

The Board of Examiners visited thirteen colleges on site and conducted 227 interviews with prospective candidates as detailed below:

Boston College	23
Boston State	32
Boston University	23
Bridgewater State	11
Emmanuel College	10
Harvard College	18
Lesley College	14
Northeastern University	15
Regis College	8
Salem State	8
Simmons College	18
Suffolk University	6
Tufts University	41

At the School Department Offices a total of 450 individual interviews were held with candidates, some from the same schools noted above, but the majority from all other sections of the United States.

As of this date the number of applicants from each of the colleges has not been tabulated. But of those who were offered appointments and accepted the following tabulation will provide an indicative sampling.

University of California	1
University of Michigan	2
Ohio State University	3
New England Conservatory of Music	2
Salem State College	1
University of Rochester	1
Harpur College (New York)	1
St. Anselm's College	1
Wellesley College	1
Virginia State College	1
Bowdoin College	1
Washington University (Missouri)	1
Regis College	1
Harvard University	1

Columbia University	1
Fairfield University (Connecticut)	1
Manhattanville College	2
Newark State College	1
Case Western Reserve (Ohio)	1
University of Wisconsin	1
Tufts University	2
University of Connecticut	1
Simmons College	2
City College of New York	1
Mount Holyoke College	1
Brooklyn College	1
Lesley College	10
Radcliffe College	3
Boston University	10
Hood College	1
Emmanuel College	5
Framingham State	2
University of Pennsylvania	1
University of Bridgeport (Conn.)	2
Northeastern University	5
Beaver College	1
University of Florida	2
Boston College	5
Trenton State (New Jersey)	1
Indiana University	1
Pennsylvania State University	2
University of Miami	1
University of Massachusetts	4
Cardinal Cushing College	1
Smith College	1
Fairleigh Dickinson College	1
Queens College	1
Boston State College	15
University of Maryland	1
Trinity College (Connecticut)	1
University of Pittsburgh	1
Wheelock College	5
Florida State College	1

Edward A. Conley
Superintendent of Schools

Conforming to an order that he present his recommendations on revision of Sec. 1 Chap. 8 of the rules relating to powers and duties of Headmasters and Masters, the Superintendent presented the following report and the chairman ordered the proposed amendment placed on the 'calendar' as required by the rules.

Chapter VII - High School Headmasters: - Elementary School Masters, Principals and Submasters. Section 1 - Powers and Duties of Headmasters, Masters, Principals.

I—Administrative Duties:

A. To implement all directives from the School Committee and the Superintendent.

B. To be responsible for all records—both in school and those to be forwarded to the administrative and business offices as required from time to time by those offices.

C. To conduct frequent staff meetings on matters relating to educational policy so that all teachers in all departments will be working toward a smooth and efficient operation of the school.

D. To delegate appropriate responsibilities to his assistants.

E. To organize and supervise the daily assignments of the custodial and matron staff, and to report any deficiency to the Superintendent and the Chief Custodian.

F. To execute all directives from the Directors' Offices as approved by the Chief Administrative Offices of the Cambridge School Department.

G. To prepare an appropriate weekly school calendar designed to keep entire staff current on matters of an educational nature.

H. To be available—when possible—to assist all governmental agencies, both official and quasi-official, civic and community organizations, Parent Teacher Associations.

I. To provide for supervision of the cafeteria.

J. To provide for the ordering, controlling and disposition of all necessary educational supplies.

K. To conduct fire drills. To establish and to provide for the enforcement of regulations for the safety of pupils and staff, and to conduct required drills at regular intervals.

L. To present to the Secretary of the School Committee an itemized account of all funds received from any source within a week of receipt of such funds.

M. To prepare an annual budget which includes requests for personnel, equipment, supplies and repairs.

N. To maintain a current inventory of all equipment and supplies and to report said inventory to Assistant Superintendent for Business on June 30th each year.

O. To supervise proper use of all equipment and materials.

II — Organizational Duties

A. To organize all areas of instruction in the school in order to insure efficient, consistent and daily learning on the part of the pupil personnel.

B. To carry out requests from the staff for enrichment features for the classes and to organize the most efficient use of such enrichment sources.

C. To organize appropriate holiday celebrations using the school orchestra.

D. To realign class sizes and locations as the need becomes evident to promote more efficient learning.

E. To orgainze appropriate departmentalized instruction which maximizes the use of teacher strengths in subject-matter areas.

F. To organize all resources for the maintenance of fundamental health and safety of the school children while they are in the care of the school.

G. To organize components of free time for teachers to instruct them in the use of audio-visual materials, appropriate utilization of library resources, health resources and all aspects of both educational and emotional guidance services offered by the Bureau of Pupil Services and other school related agencies.

H. To conduct regular staff meetings on professional educational problems.

III — Supervisory Duties:

A. To supervise the total learning program involving teachers of all subject matter areas, aesthetic arts, manual arts, special classes, classes for the foreign born, physical education, etc.

1. requiring the completion and use of lesson plans as the basis for intelligent curriculum usage.
2. visiting classrooms for the purpose of observation of lesson presentation.
3. providing time for objective "critique" of the lessons and to explore in a mutually agreeable manner ways that lesson presentation might be improved.
4. urging teachers to seek out new and, hopefully, better ways of teaching, either through better organization of subject-matter or by challenging new techniques of presentation.
5. assisting teachers in planning for their educational growth by recommending course areas that might be helpful, and by discussing with the teacher, before approval, his sequence of course study.
6. locating research material for teacher perusal.
7. utilizing resource people for the community.
8. evaluating teacher performance with particular attention to teachers not on tenure.
9. supervising student teachers; supervise substitute teachers.
10. keeping abreast of current edcuational trends.
11. developing rapport with staff, peers, parents and students.
12. acquiring a knowledge of and becoming a participant in those community activities which will help to establish him as a resource person in the solution of problems pertaining to his district.

Section 2. — Duties of Submasters

Submasters shall assist the Masters as directed by the Masters.

Edward A. Conley
Superintendent of Schools

Conforming to an order that he confer with Safety Officer Sgt. John McCarthy relative to the need for a traffic officer at the corner of Third and Cambridge Streets in connection with the new Gore Street School, the Superintendent submitted the following report and on motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to approve the report.

The Superintendent has conferred with Safety Officer, Sgt. John E. McCarthy who informs him that there is a police officer assigned to the corner of Cambridge and Fourth Streets. Children are instructed to go to this corner for safe crossing.

The Superintendent has instructed Mr. Charles H. Cremens, Director of Health and Safety, to conduct an educational safety program for the pupils attending the Gore Street School.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Cambridge Chapter American Red Cross be granted permission to use the Morse School as a Bloodmobile on Wednesday, October 8, 1969, and, further, that permission be granted the Red Cross to set up the equipment the night before.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that the Cambridge Chapter Red Cross be granted permission to continue their Red Cross youth services programs in the Cambridge Public Schools.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that after a survey, and conferences with the Principals of the Evening Schools, the following calendar is recommended on an experimental basis for 1969-1970. For many years attendance has declined and many drop out because of hardships imposed by inclement weather during January and February. Many students are at a disadvantage because of their age and physical disabilities.

FIRST TERM: October 7 - December 11, 1969 (19 sessions)

SECOND TERM: March 3, 1970 - April 30, 1970 (21 sessions)

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adopt a proposed amendment to Sec. 6, Chapter 1 of the Rules of the School Committee and "That members of the School Committee who attend meetings and conferences at the School Department's expense shall be required to file with the Secretary of the School Committee 30 days following the close of such meetings and conferences, a written statement of their expenses in connection with such attendance."

NEW BUSINESS

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the Superintendent and the Sub-committee on Buildings and Grounds investigate the possibility of installing the proper number of "Carrier Weathermaster" (or approved equal) individual weather conditioning units in the Cambridge High and Latin pupil and teacher cafeterias; and, further, that a similar study be made in the Rindge Technical School pupil and teacher cafeterias.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the Superintendent of Schools investigate and reoprt on the possibility of establishing a new position of Textbook Control.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that the City Solicitor advise the School Committee as to what progress has been or is being made in acquiring any and all buildings now situated on the land to be used for the erection of the new Robert F. Kennedy School.

On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted to convene in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to authorize the appointment of temporary teacher aids pending receipt of certified Civil Service list.

The Superintendent recommended the appointment of the following teachers effective September 1, 1969 at the salary indciated in each case.

Roberts	Elizabeth A Marcus	Teacher—Gr. 4	$7,800.
Thorndike	Mary N. Fleming	Teacher—Gr. 2	9,300.
Harrington	Margaret F. Roberts	Teacher—Gr. 2	8,500.
High & Latin	Mrs. Carol L. Baird	Teacher—Social Studies	7,000.
Rindge	James J. Donahue	Teacher—Social Studies	7,000.

The chairman ordered the foregoing recommendation placed on the calendar in accordance with the rules. On motion by Mr. Clinton, seconded by Mr. Wylie, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll call to adopt the Superintendent's recommendaiton. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan. The rules having been suspended, a motion by Mr. Duehay, seconded by Mr. Clinton, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent reported that through an oversight, salary increases which were effective September 1, 1969 for the positions of Coordinator of the Medical Records Library Course at High and Latin were not included. The Superintendent therefore recommended that the salary for the position of Teacher Coordinator of the Medical Records Library Course be established at $8800. and the salary of Curriculum Coordinator for the Health Services Course be established at $7600. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted on the following roll call to adopt the Superintendent's recommendation. Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice Chairman Fitzgerald voting "Yea". Mayor Sullivan Absent.

Vice-Chairman Fitzgerald in the chair.

On moiton by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation that Elizabeth R. Boyce, Director of Social Studies, be granted leave of absence without loss of salary for the purpose of attending a Change-Agent Laboratory to be held at Social Dynamics, Inc., Boston, on September 19-21, 1969; and, further, that she be awarded a sum of $150. to cover expenses to her attendance at this meeting.

The Superintendent presented a request from Miss Florence B. Davey Headmaster's Assistant, advising that she will reach retirement age on November 3, 1969 and requesting that she be allowed to continue in employment until the end of the present school year, 1970. On motion by Mr. Solomons, seconded by Mr. Good, it was voted that the Teachers Retirement Board be requested to grant permission for Miss Davey's continued employment to the end of the present year.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to accept the resignation as Principal of the Evening Industrial School of Roger F. O'Sullivan, recently appointed to the position of Administrative Assistant.

The Superintendent presented a letter from George Mokoba, teacher for the academically talented at the Harrington School, requesting that because his acquisition of his Master's Degree required two years of study against other holders of Master Degrees whose requirement was only one year of study, is seeking to have the Staff Council instructed to grant to those teachers who have acquired a Master's Degree with two years of study an additional stipend for the 30 hours beyond a Master's Degree. Mr. Wiley moved, seconded by Mr. Solomons, that the Superintendent be requested to present a report on the comparative length of time required for Master Degrees in representative Graduate School of Education, said report to include but not be limited to all such schools in the Boston area; and said report to include such other relevant considerations as the Superintendent feels are pertinent and to further inform the Committee as to what other systems in this area do with regard to awarding salary increases for acquiring Master Degrees. On the following roll call the motion failed of adoption. Mr. Clinton, Mr. Solomons, Mr. Wylie voting "Yea". Mr. Duehay, Mr. Good, Vice-Chairman Fitzgerald voting "Nay". Mayor Sullivan Absent.

The Superintendent presented a communication from Mrs. Dorothy S. Lemmons, who was appointed adjustment counselor at the last meeting of the School Committee, requesting the School Committee to review her salary with a view of increasing it. On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the secretary be instructed to advise Mrs. Lemmons that under the terms of the teachers' contract now in existence and the rules of the Cambridge School Committee they are unable to increase the salary offered of $11,400 per year for this position.

Question again came on the matter of appointing a member to represent the School Committee on the EdCo executive committee. Mr. Good agreed to serve in this capacity and the chair appointed Mr. Good to represent the Cambridge School Committee on the executive committee of EdCo.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that the votes taken in executive session be ratified and affirmed.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adjourn.

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

REGULAR MEETING — Tuesday, Septemebr 16, 1969

Members Present: Mr: Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to approve as presented the minutes of the special meeting of August 19 and the regular meeting of September 2, 1969.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to accept with pleasure the invitation extended by the Cambridge Post 27, American Legion, to attend their annual installation of officers to be held at Post Headquarters on Friday evening, October 3, at 8:00 p.m.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to make part of the records the following communication from the Teachers' Retirement Board relative to the continued employment of Miss Florence B. Davey.

Mr. Edward J. O'Connell
Secretary of the School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Sir:

We acknowledge receipt of your letter dated September 5, 1969 in which you report that at a meeting held September 2, 1969, in which you report that at a meeting held September 2, 1969, the Cambridge School Committee voted to request the Teachers' Retirement Board for permission to continue the employment of Miss Florence B. Davey to the end of the school year in June 1970.

In accordance with the provisions of Chapter 348 of the Acts of 1954, she may be so employed.

We are enclosing for your records the Form Letter in connection with the retirement of Miss Davey which is the letter this office sends to a School Department approximately three months prior to the end of the month in which the teacher will attain the age of seventy, together with a copy of Chapter 348 of the Acts of 1954.

Very truly yours,

Joseph B. Carroll
Executive Secretary

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll call to adopt the recommendation that in addition to sums previously appropriated, the following sums be appropriated:

Schedule B 3	Advertising	$1000.00
Schedule B 11	Insurance	100.00
Schedule D 13	Supplies for War Memorial	1200.00
		$2300.00

Said sum of $2300.00 to be provided by transfer from Schedule G-4 Motor Vehicles: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted that the Cambridge School Committee concurs with the Cambridge Teachers' Association to reopen the existing contract for the purpose of negotiating salaries as provided in Article XXXIII and that a date mutually convenient to all parties be set at a later time.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from the City Solicitor and that the School Committee notify the City Solicitor that it is their opinion that no further consideration be given to the J. & C. Adams Company and that objection by the City Solicitor on behalf of the School Committee should be made to the restraining order now pending.

Edward J. O'Connell
Secretary of School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

You have inquired in behalf of the School Committee what progress has been made in acquiring all buildings now on the land to be used for the Robert F. Kennedy School. All land and buildings have been acquired by the city. The J & C Adams Company on Spring Street, despite numerous requests by both myself and the City Manager, has failed to vacate the building which is seriously hampering the commencement of work. Accordingly, in July, 1969, the City secured a warrant of eviction against J. & C. Adams Company and delivered it to the Sheriff of Middlesex County. J. & C. Adams Company made representation that it was in the process of vacating and that its new building on New Street, Cambridge would be ready for occupancy in September. This however, did not come to pass. Accordingly the Sheriff has been instructed to shut down the operation and remove all personal property.

Very truly yours,

Philip M. Cronin
City Solicitor

SUPERINTENDENT OF SCHOOLS
Reports and Recommendations

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to accept with regret the resignations of Mrs. Jane P. (Gralinski) Heede, teacher at High and Latin School, effective October 31, 1969; Miss Ann G. Hilferty, teacher at Bureau of Pupil Services, effective October 1, 1969; Mrs. Eleanor Park, teacher at Webster School, effective September 16, 1969.

Mrs. Irene C. Surrette, 2nd grade teacher at the M. E. Fitzgerald School, appointed September 1 of this year has for reasons beyond her control decided not to accept the postion. On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted to accept the declination.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that the teachers listed below be excused from reporting to their assignments on the opening day of school, September 3, 1969:

James L. Donohue, High & Latin
Florence M. Russell, High & Latin
Joyce G. Heede, High & Latin
Kathleen Dalton Nannicelli, Rindge
Priscilla H. Dunn, Agassiz School
Mary Leahy, Abraham Lincoln
Susan Isard, M. E. Fitzgerald
Frank L. Dunn, Fletcher
Jeannette L. Duval, Houghton
Jean Au Young, Houghton
Patricia A. Porio, Houghton
Denise B. Hendrigan, Roberts
Joan M. Serino, Russell School
Kim W. Chapman, Webster School
Helen M. Fay, Webster School
Phyllis Ewen, Art Dept.
Susan E. Himmelfarb, Art Dept.
Sheila M. Shea, Lowell St. School
Marie E. Quinlan, Pupil Services

There being no objection, the Chairman made part of the records the following report from the Superintendent on student enrollment on opening day of school, September 4:

Office of Superintendent of Schools

	1968	1969	GAIN	LOSS
High & Latin	2,091	2,070		21
Girls' Achievement Classes	25	18		7
Rindge Technical	615	617	2	
Rindge Achievement Classes	63	66	3	
Abraham Lincoln	219	194		25
Agassiz	218	235	17	
M. E. Fitzgerald	908	962	54	
Fletcher	376	330		46
Gore St.		192	192	
Haggerty	253	239		14
C. G. Harrington	968	961		7
Houghton	421	373		48
Longfellow	664	610		54
Morse	524	498		26
Peabody	500	512	12	
Putnam	322	315		7
Roberts	690	636		54
Russell	470	436		34
Thorndike	340	365	25	
Webster	419	367	25	
Lowell Street		42	42	
Bureau of Pupil Services	7	5		2
	10,093	10,043	347	397

Foreign students enrolled but not assigned to schools as yet — 106

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that permission be granted for students in the high schools to voluntarily participate in the School Press Project which is being conducted by the Cambridge Tuberculosis and Health Association.

On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted to make part of the minutes the following report received from the Superintendent relating to marriage of teachers.

September 16, 1969

For the information of the Members of the School Committee:
"Notice of Marriage" has been received from the following:

Cambridge High and Latin School — Miss Marion W. Kristal — was married to Mr. David S. Goldberg on August 17, 1969 — now carried on school record as Marion K. Goldberg.

M. E. Fitzgerald School — Miss Helen E. Kandrotas — was married to Mr. John F. Darling, Jr. on August 16, 1969 — now carried on school record as Helen K. Darling.

Haggerty School — Miss Susan Nixon — was married to Mr. John Sullivan on August 16, 1969 — now carried on school record as Susan N. Sullivan.

Harrington School — Miss Lois E. Sullivan — was married to Mr. Daniel J. Webster on August 3, 1969 — now carried on school record as Lois Webster.

Houghton School — Miss Kathleen M. Keegan — was married to Mr. James J. Brown on August 16, 1969 — now carried on school record as Kathleen M. Brown.

Longfellow School — Miss Susan I. Schwartz — was married to Mr. Joel R. Bloom on June 22, 1969 — now carried on school records as Susan I. Bloom.

Roberts School — Miss Joan M. McKeon — was married to Mr. Joseph J. Goodwin on August 23, 1969 — now carried on school record as Joan M. Goodwin.

Thorndike School — Miss Phyllis M. Rosenberg — was married to Mr. William W. Brown on August 30, 1969 — now carried on school record as Phyllis R. Brown.

Webster School — Miss Joane C. Braine — was married to Mr. Kenneth A. Dunn on August 23, 1969 — now carried on school record as Joan Dunn.

Physical Education Department — Miss Karen S. Shirack — was married to Mr. Walter Lee, Jr. on August 23, 1969 — now carried on school record as Karen S. Lee.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to accept the following report from the Superintendent relative to the practicality of adopting a performance budget system.

A study of the desirability and practicality of adopting a performance budget system for the Cambridge Schools has been made.

A conclusion that a great deal of research must be done before a decision to have or not to have such a performance budget commonly called Planning-Programming Budget Systems (PPBS) is indicated by the following statements some of which have been taken from Educational Planning-Programming Budgeting by Harry J. Hartley.

The New York State Board of Education has PPBS in terms of its own operation. However the department has not applied it to the public schools and probably will not do so until the early 1970's. Until the format is changed local educational expenditures will continue to be reported in a conventional line-item basis.

California is phasing-in the concept of PPBS gradually rather than prematurely installing it as an immediately workable total package. Local schools might heed this advice.

Dade County, Florida, has prepared a proposal for Federal Assistance (Title IV) for a $6,000,000 the year project and in 1968 was awaiting formal notification concerning the status of the funding. If accepted, this comprehensive project could have natural impact upon schools that seek to adopt program budgeting and are looking for guidelines for action. It would seem advisable to try to obtain guidelines from such a study before starting our own PPBS.

In 1968, Los Angeles schools were in the preliminary stages of program budgeting and were awaiting more definite guidelines from the state level. Potential future developments in Los Angeles may be significant inasmuch as school officials examined other PPBS projects rather carefully prior to designing their own format.

As of 1968, it was probably accurate to say that there was insufficient evidence to predict the extent to which program budgeting and systems analysis would be installed successfully in school systems. Each of the projects described was somewhat exploratory and is not yet a finished product. However, the lag in implementation is not confined to education.

Chase Manhattan Bank noted the following in 1968:

> "In no sector of government is PPBS fully implemented. Covering line budgets into a multi-year framework focused on goals can run into many hurdles. Few competent cost-benefit analyses have been completed and even fewer are integrated into the program budgeting process —(Changing from one system to another inevitably causes bottlenecks.")[1]

Inasmuch as the United States Office of Education is revising Handbook II "Financial Accounting for Local and State School Systems" and this revised manual will emphasize program planning, budgeting and accounting for school systems it might be wise to obtain a copy of this revised handbook previous to considering PPBS in any form.

There are many ways to put together a program structure. Examples are cited below:

A program structure based on:

A. Conventional grade-level organization.
B. Middle school and junior college grade-level organization.
C. Curricular subject matter organization.
D. Grade level and subject matter organization.

Therefore it seems logical to assume that before any action on PPBS would be taken, a decision would have to be made regarding the program structure to be used and at least several months of intensive study would have to be given over to preparing the initial program structure.

More research evidence is needed to determine whether PPBS has, in actual experience, fulfilled its promise. After carefully following the process of program budgeting in the Department of Defense, Aaron Wildavsky concluded that to the best of his knowledge ". . . not a single study of this important experiment was undertaken (or at least published) before the decision was made to spread it around the land."[2]

"[1]The Planning-Programming Budgeting System" Business in Brief (New York: Chase Manhattan Bank, December, 1967) PP. 3-4.

"[2]Quotation from 'The Political Economy of Efficiency,'" the Public Interest, No. 8, (Summer, 1967) P. 42.

The Superintendent recommends, therefore, that no action be taken at this time to install a performance budget. The Superintendent further recommends that this subject continue to be studied by the staff.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to lay on the table the following report received from the Superintendent on an in-depth study of the business office personnel:

In-Depth Study of Business Office Personnel

On June 3, 1969, the School Committee ordered "that the Superintendent of Schools make an immediate in-depth study of the present business office personnel with a view to up-grading the present ratings to senior clerks and principal clerks depending on the responsibility involved in the respective positions and present his report to the School Committee."

The Superintendent would like to point out at this time that the only way up-grading can be accomplished is by means of a civil service examination.

However, it was decided to list duties of personnel in the business office and to obtain information from other school systems in this state for comparative purposes believing that this data might be of interest to the members of the School Committee in case they wished to arrive at a decision on salary at a later date.

The Report is divided into **four parts:**

1. Brief description of Duties of Business Office Personnel
2. Comparative Salaries with other cities and towns
3. Longevity and Number of Employees Data
4. Comparative Budgets and Workers Employed
5. Recommendation.

Duties of Business Office Personnel

I. **Miss Broderick — Payroll Clerk**
   1. In charge of ALL payroll data for the School Department.

   Miss Clauss — Purchasing Clerk
   1. Handles requisitions for general supplies and Federal Accounts.
   2. Makes out purchase orders for contracts, for general supplies as well as for miscellaneous purchases of supplies.
   3. Prepares data for bids for general supplies and draws up contracts for these supplies when necessary to do so.
   4. Handles all calls for repairs to school equipment.
   5. Answers all questions by school personnel on prices of all kinds of merchandise.

   Mrs. Herlihy — Bookkeeping Machine Operator
   1. Operates NCR Bookkeeping Machine.

2. Records all charges for various budget codes; A-1 - A-2 etc. thus keeping encumberance and expenditures up to date.
3. Records monies coming from Federal and State Governments.
4. Relief for telephone operator (one-half hour).

Miss Hogan — Clerk for Department Head

1. School Cafeteria Lunch Program — counts cash daily; checks requisitions for foods; gets quotations for food being purchased; makes out purchase orders to cover these quotations; schedules bills for payment.
2. Makes out Roberts School Breakfast Report, Federal Milk and Lunch Report and reports on the Elderly Lunch Program.
3. Reports all Blue Cross-Blue Shield and insurance checks for retired personnel and on checks for children of teachers going to college.
4. Makes out schedules to treasurer of all miscellaneous receipts for the Business Department.
5. Handles all summer school money.
6. Handles elementary school milk money which is collected once a week.
7. Keeps cash receipts books for all lunch programs and miscellaneous receipts for the department.

Mrs. Hunter — Receptionist-Clerk

1. Makes out Working Certificates for pupils.
2. Keeps Blue Cross-Blue Shield and Life Insurance records for school personnel (active and retired); and student insurance.
3. Makes out purchase orders for athletic supplies and schedules for payment of same.
4. Records all receipts-reimbursement and payrolls of coaches, officials, etc.
5. Relief telephone operator (one hour).

Mrs. Johnson — Book Clerk

1. Receives all school book requisitions; gets prices for books requested; makes purchase orders for same and keeps running account of purchases of each school to keep them within their alloted budget.
2. Also handles subscriptions for magazines, etc. and makes out purchase orders for the professional and resource libraries.
3. Receives all foot requisitions for elementary, high and evening practical art, home economics courses and makes out purchase orders for these foods.
4. Makes out purchase orders for all utilities and for the audio-visual department.
5. Relief for telephone operator (one-half hour).

Miss Kelly — Clerk for Department Head

1. Makes out purchase orders for all school maintenance, supplies and contracts.
2. Types up all contracts that come under school maintenance.
3. Schedules all maintenance bills for payment.
4. Handles all requisitions for repairs in schools.
5. Sends out requests for quotations and proposals.
6. Handles all matters pertaining to custodians.

Mrs. Lawson — Assistant Payroll Clerk

1. Assists Miss Broderick in handling ALL payroll data for the School Department.
2. Relief telephone operator (one hour).

Miss Ryan — Accounts Payable Clerk

1. Handles all accounts payable; checks bills against purchase orders for any changes; schedules them for payment.
2. Handles all correspondence between vendors and School Department regarding questions on Accounts Payable.
3. Handles tuition for non-residents and State Wards and all matters regarding this tuition money such as records to treasurer, etc.
4. Handles National Defense Education Act Title III Data; bills payable and schedule making.
5. Keeps records of special accounts such as Hopkins Fund, Webster Thierry Account, Kingman Fund; some revolving accounts such as Cincinnati Fund.

II. Comparative Salaries with other Cities and Towns

Form A was sent to:

Brockton
Brookline
Chicopee
Everett
Framingham
Medford
Needham
Newton
Somerville
Waltham
Wellesley
Weymouth
Winchester

and seven of these cities and towns returned the form with the accompanying results (see Form A Results attached)

Form B was sent to:

Arlington
Boston
Belmont
Braintree
Fall River
Lexington
Lowell
Lynn
Malden
Natick
New Bedford
Peabody
Pittsfield
Quincy
Springfield
Watertown
Weston
Worcester

and sixteen of these cities and towns returned the form with the accompanying results: (for comparative purposes, I have listed the budgets of the cities and towns answering my request and the number of their employees)

		Employees	
Cities	**Budget***	**Full Time**	**Part Time**
Cambridge	$9,649,000.00	9**	2 (September to June)
Everett	5,940,000.00	10	0
Medford	6,971,000.00	10	2
Chicopee	7,029,000.00	16	0
Somerville	7,243,000.00	13	0
Brookline	8,272,000.00	10	2
Lexington	8,831,000.00	8	0
Pittsfield	9,164,000.00	8	0
Lowell	8,305,000.00	7	3 (Full time in summer)
Framingham	10,380,000.00	9	0
Lynn	9,605,000.00	31	5
Quincy	12,877,000.00	15	1
Newton	17,083,000.00	21	4
Springfield	19,209,000.00	26	0
Worcester	24,911,000.00	16	0
Boston	77,916,000.00	47	0
Belmont	3,951,000.00	6	0

Weston	3,174,000.00	5	3
Natick	Not listed	5	1
New Bedford	Not listed	14	0
Braintree	Not listed	9	2

*Figures taken from Mass. Teacher Association Research Bulletin — dated May 5, 1969.

**Two employees also working on temporary basis.

The data indicates that the School Department salaries are competitive and classifications consistent with neighboring communities. The Superintendent is aware, however, that the promotion of two senior clerks to principal clerks does present the opportunity for two senior clerk positions. The Superintendent recommends therefore, that a promotional examination be held and that money be appropriated in 1970 budget for these positions.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adopt the following report and recommendation from the Superintendent relative to establishing a Science Room at the Roberts School.

In compliance with the order of the School Committee that the Superintendent report on the proposal from the Roberts School Parents in regard to establishing a Science Room at the Roberts School, the following report is hereby submitted.

A room on the lower level, adjacent to the Cafeteria area on the Boardman Street side of the building will be made available immediately as a Science Teaching Center for the students at the Roberts School. This room was formerly used as a locker room and later as a storage area for Civil Defense and other materials. All stored materials will be removed and the room will be thoroughly cleaned. The walls, floor and woodwork will be painted as quickly as possible.

This is a large room with two exits and seven windows which will provide light and necessary ventilation. Fluorescent lighting will also be installed to be certain of the necessary degree of brightness. The room will be furnished with chairs and tables, a large portable blackboard, bulletin board, bookcases and a large cabinet (already in the building) for the storage of materials. In addition to the science equipment presently in use at the Roberts School, there will be new equipment already ordered and received plus other equipment which will be ordered when deemed necessary.

As no major construction will be necessary, this room will be available for science instruction almost immediately.

Edward A. Conley
Superintendent of Schools

The Superintendent announced that the new cafeterias at Longfellow and Roberts Schools are now operational and the work at the Lincoln School cafeteria is proceeding satisfactorily.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the School Committee accept with appreciation the offer of Harvard University to provide space in Larson Hall to operate a first grade for the overflow classes at Peabody School and that the matter be referred to the Superintendent with power.

The Chairman ordered placed on the table as required by the rules the Superintendent's recommendation that the position of Assistant Headmaster in charge of Data Processing be eliminated and further that a Board of Examiners be appointed to examine applicants to fill the vacancy caused by Edmond J. Murphy being appointed Assistant Superintendent and that said position be given the title of Administrative Assistant in charge of Data Processing.

On a motion by Mr. Good, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that permission be granted to provide a room for a day-care program for retarded children which is sponsored by the Cambridge-Somerville Area Board under the direction of Dr. Philip Porter at no cost to the Cambridge School Department.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to make part of the records the following report and estimated cost for an adult basic education program submitted by Assistant Superintendent Frank J. Frisoli.

Form 89-750-A-3

1. The Nature of the Group and the Deficiencies to be Remedied

Between 1960 and 1968, CEOC research reveals that 3500 Spanish speaking and 7000 Portuguese have in-migrated to Cambridge. A great many of these are now citizens, age 18 or over with less than 6 grades of formal schooling completed. In addition there are the usual number of non-achievers.

Basic skills of reading, writing, and computational skills both at basic levels, grades 1-4, and upper levels, grades 5-8, will be emphasized.

2. Expected Outcomes

Since Cambridge is an area demanding high skill levels, it is hoped that people will move into areas providing opportunities for acquiring higher skills. A great many are either unemployed or under-employed because of low skill levels, language or cultural barriers and lack of education.

3. Recruitment and Placement of Adults in Program

A close working relationship will be utilized with CEOC, Model Cities, Community Schools, Churches, Ethnic Clubs, and fraternal, civic and labor organizations.

Placement of candidates will be determined by the use of suitable diagnostic tests and recommendations of guidance personnel. Pupils will move from one level to another commensurate with their rate of learning and development.

4. Procedures

Cambridge has engaged in this program since 1965. Changes have been made to adapt the program to local conditions. Since the impact in Cambridge has become greater as is evident in regular day programs, certain adjustments will be made to make this program more accessible to the people involved. It will now be possible with greater numbers to provide a program that will be more flexible in meeting the needs of the special groups involved.

Curriculum and Textbooks

New methods and new approaches will be tried with greater emphasis on the audio-visual material. We are going to try the same approach used in the beginning classes of Modern Languages stressing the aural-oral approach. The texts we shall use are tentatively that of the new "Lado" system. However after studying and evaluating the tests which will be used, we shall direct our efforts to those areas needing attention. In summary, the curriculum and texts used will be determined by the needs of the various groups and will be adult-oriented.

The guidance personnel and secretaries will have a carefully planned pupil inventory with such anecdotal records and statistics that may be used in developing effective programs in the future.

The program will be constantly evaluated and adaptations will be made as deemed necessary. Other services such as providing information of health will be provided.

5. Personnel

Wherever possible, personnel who have training and accreditation in conformance with requirements of Massachusetts Department of Education will be used. Instructional Aides will be selected from agencies conducting programs under P. L. 88-452 and from the various civic (ethnic) groups to establish a closer rapport between the program and the people who need the training.

6. Facilities

In the past, classes were conducted in the Rindge Technical School. Classes will be expanded to any schools in the city that will best serve the interests of the adults needing basic education in cooperation with community groups.

STATEMENT OF ESTIMATED COSTS
Program Title: **Adult Basic Education**
Local District: **Cambridge**

A. Anticipated Expenditures

1.0 Personnel Services

1.1	Salaries of professional personnel	$4,205.00
1.2	Salaries of clerical personnel	585.00
1.3	Prorated share of salaries of current staff	
1.4	Other personnel costs (custodial)	702.00

2.0 Instructional Materials and Equipment

*2.1	Books and instructional materials for 100 adults	$2,300.00
2.2	Instructional equipment expense	900.00

3.0 Other Services, Equipment and Supplies

3.1	Books for class and professional library	$ 400.00
3.2	Standardized tests and interest blanks	300.00
3.3	Other costs	247.00

TOTAL ESTIMATED COSTS

B. Itemization of Specified Expenditures
(Use form 89-750-A-4A following)

C. Sources of Financial Support

1.0	Federal	$8,568.00
**2.0	Local — In Kind	1,071.00
3.0	TOTAL	9,639.00

*Please do not fail to indicate the estimated number of adults to be enrolled.
**N. B. Local matching share of the program must amount to $1.00 for every $9.00 of Federal monies expended.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to hold a special meeting of the School Committee on Monday, September 29, 1969 at 7:30 P.M. for the purpose of hearing reports on the various programs conducted during the summer.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following notice received from the Department of Education.

DEPARTMENT OF EDUCATION

August 1, 1969

Dear Mr. Conley:

Your Title VI-A Application filed March 3, 1969 and assigned number 70-49-046 to begin October 1, 1969 and terminate June 1, 1970 has been approved for $14,200.00 contingent upon adequate funding by the Congress to implement this law. We expect to obtain official notice of the Massachusetts grant award in August and will formally notify you at that time.

Very truly yours,

William A. Philbrick, Jr.
Director
Bureau of Special Education

REPORTS OF COMMITTEES

Committee on Athletics **Tuesday, September 16, 1969**

Present: Mr. Good, Chairman; Mr. Solomons, Mr. Wylie.

Recommended that the following athletic personnel as presented by the Director of Physical Education be approved:

Dr. Robert Driscoll, Elementary Schools Athletic Doctor — at $1100.00 per year.

Patricia Mullin, swimming instructor for Girls' After-School Program — at $750.00 per year.

Karen Lee, Rhona Sloan, Patricia Mullen, Sara Maxwell, Barbara Gladstone, Kathleen Brown and Mrs. Lawrence Seale — Girls' Elementary School Intramural Activities Program at $5.00 per hour.

Michael Weaver, instructor for Boys Elementary School Intramural Activities program at $5.00 per hour.

Director of Athletics, Mr. Kozlowski, recommended the appointment of David Goodwin, teacher at the Morse School as Assistant Coach of Football at High and Latin School at a stipend of $900.00 per season. It was voted to amend Mr. Kozlowski's recommendation by substituting the name of Thomas H. Munroe for that of David Goodwin. (Mr. Good is recorded as voting "Nay.")

Recommended that Station WNTN be granted permission to broadcast the Rindge-Newton football game on October 18.

Respectfully submitted,
JOHN A. P. GOOD, Chairman

Mr. Duehay moved, seconded by Mr. Fitzgerald, that the foregoing report of the Committee on Athletics be accepted. It was voted on motion by Mr. Fitzgerald, seconded by Mr. Clinton, that the report be referred to executive session.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the textbooks recommended by the Superintendent at the meeting of September 21, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the following proposed amendment to Chapter 7 of the rules of the School Committee.

I. Supervisory Duties:

A. To supervise the total learning program involving teachers of all subject matter areas, aesthetic arts, manual arts, special classes, classes for the foreign born, physical education, etc.

1. Requiring the completion and use of lesson plans as the basis for intelligent curriculum usage.
2. Visiting classrooms for the purpose of observation of lesson presentation.
3. Providing time for objective "critique" of the lessons and to explore in a mutually agreeable manner ways that lesson presentation might be improved.
4. Urging teachers to seek out new and, hopefully, better ways of teaching, either through better organization of subject matter or by challenging new techniques of presentation.
5. Assisting teachers in planning for their educational growth by recommending course areas that might be helpful, and by discussing with the teacher, before approval, his sequence of course study.
6. Locating research material for teacher perusal.
7. Utilizing resource people for the community.
8. Evaluating teacher performance with particular attention to teachers not on tenure.
9. Supervising student teachers; supervise substitute teachers.
10. Keeping abreast of current educational trends.
11. Developing rapport with staff, peers, parents and students.
12. Acquiring a knowledge of and becoming a participant in those community activities which will help to establish him as a resource person in the solution of problems pertaining to his district.

Section 2 — Duties of Submasters

Submasters shall assist the Masters as directed by the Masters.

II. Organizational Duties:

A. To organize all areas of instruction in the school in order to insure efficient, consistent and daily learning on the part of the pupil personnel.

B. To carry out requests from the staff for enrichment features for the classes and to organize the most efficient use of such enrichment sources.

C. To organize appropriate holiday celebrations using the school orchestra.

D. To realign class sizes and locations as the need becomes evident to promote more efficient learning.

E. To organize appropriate departmentalized instruction which maximizes the use of teacher strengths in subject-matter areas.

F. To organize all resources for the maintenance of fundamental health and safety of the school children while they are in the care of the school.

G. To organize components of free time for teachers to instruct them in the use of audio-visual materials, appropriate utilization of library sources, health resources and all aspects of both educational and emotional guidance services offered by the Bureau of Pupil Services and other school related agencies.

H. To conduct regular staff meetings on professional educational problems.

III. Administrative Duties:

A. To implement all directives from the School Committee and the Superintendent.

B. To be responsible for all records — both in school and those to be forwarded to the administrative and business offices as required from time to time by those offices.

C. To conduct frequent staff meetings on matters relating to educational policy so that all teachers in all departments will be working toward a smooth and efficient operation of the school.

D. To delegate appropriate responsibilities to his assistants.

E. To organize and supervise the daily assignments of the custodial and matron staff, and to report any deficiency to the Superintendent and the Chief Custodian.

F. To execute all directives from the Directors' Offices as approved by the Chief Administrative Offices of the Cambridge School Department.

G. To prepare an appropriate weekly school calendar designed to keep entire staff current on matters of an educational nature.

H. To be available — when possible — to assist all governmental agencies, both official and quasi-official, civic and community organizations, Parent Teacher Associations.

I. To provide for supervision of the cafeteria.

J. To provide for the ordering, controlling and disposition of all necessary educational supplies.

K. To conduct fire drills, to establish and to provide for the enforcement of regulations for the safety of pupils and staff, and to conduct required drills at regular intervals.

L. To present to the Secretary of the School Committee an itemized account of all funds received from any source within a week of receipt of such funds.

M. To prepare an annual budget which includes requests for personnel, equipment, supplies and repairs.

N. To maintain a current inventory of all equipment and supplies and to report said inventory to Assistant Superintendent for Business on June 30th each year.

O. To supervise proper use of all equipment and materials.

NEW BUSINESS

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the Superintendent establish hot lunch programs in all schools of the city where practicable.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that fluorescent lighting be installed at the Longfellow School in the cafeteria hall.

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted that because of the retirement of Frederick T. Drew, storekeeper, that Civil Service be requested to hold an examination to fill this position.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to requisition Civil Service for a list of persons eligible to fill one position of Cashier at the Longfellow School Cafeteria.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call that the members of the School Committee, members of the Superintendent's staff and the Secretary of the School Committee be authorized to attend the annual conference of the Mass. Association of School Committees on October 15 to 18, 1969 at West Harwich, Mass., at a cost not to exceed $200.00 per person: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Director of Public Relations be requested to publicize throughout Cambridge the forthcoming Herald-Traveler Shakespearean Festival scheduled to be held at Rindge Technical School Auditorium on November 10 through December 13, 1969.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the Superintendent investigate the Education Professions Development Act as a potential source of federal aid for the Cambridge School Department.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the Recreation Commission report to the School Committee what changes in plans have been made for the outdoor athletic fields at the site of the John M. Tobin School at Calnan Field in compliance with the School Committee order of February 4, 1969 which requested the Recreation Commission to relocate the varsity baseball field at some other section of the field.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt and spread upon the minutes the following Resolution concerning Frank H. Townsend:

> Frank H. Townsend has been a staunch and understanding officer of the Cambridge Chamber of Commerce and a dependable counselor of its officers and staff. Unassuming, and a gentleman in the highest meaning of that word, it may be questioned how many of his fellow members have a full appreciation of how much dependence these actively in the work have placed on the judgment of Frank H. Townsend throughout his more than a quarter of a century of service as Executive Secretary and Executive Vice-President of the Cambridge Chamber of Commerce.
>
> His personal charm was interwoven with a quiet strength based on ability and fineness of feeling for his fellow. He contributed to the present high standards of the Cambridge Chamber of Commerce.
>
> Mindful of their long association with Mr. Townsend as an official of the Cambridge Chamber of Commerce, and of his constructive work on behalf of the City of Cambridge,
>
> It is therefore,
>
> RESOLVED:

That the Cambridge School Committee record upon their minutes with a deep sense of gratitude the retirement of this fine public servant and directs that a copy of this resolution be forwarded to the officers and members of the Cambridge Chamber of Commerce.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that the Secretary of the School Committee make necessary arrangements for the entire School Committee to attend the testimonial dinner being given in honor of Frank H. Townsend on Tuesday, September 30, 1969.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that Whereas during the year 1965 the Cambridge School Department paid to Warren Bros., Company a sum of $5,482.00 to erect an outdoor running track at Calnan Field, and Whereas this facility was erected outside the perimeter of the land being used to construct the new John M. Tobin Elementary School, said track having been in constant use for the benefit of varsity and intramural school track events since it was built, and Whereas recent visits to Calnan Field seem to indicate that this essential facility is no longer available, it is therefore voted that the Sub-committee on Athletics be requested to investigate the sudden disappearance of the outdoor running track at Calnan Field and present their report to the School Committee as soon as possible.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted that the Superintendent determine whether a petition by Frank Lyman for a change in the zoning ordinances is the same matter that the School Committee recorded itself as opposed to at a meeting held on December 17, 1968 and if it is the same matter that the Superintendent assign a member of his staff to attend a hearing on Tuesday, September 23, 1969 and present the School Committee's feeling in this matter; and, further, if it is a different question that the Superintendent report to the School Committee his recommendations in the matter.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in executive session.

Question came on the report of the Sub-committee on Athletics, spread in its entirety in the minutes of this meeting. Mr. Good moved to amend the report by striking from the paragraph relating to the appointment of an assistant football coach the name of Thomas Munro and substituting therefore the name of David Goodman. Mr. Duehay seconded the amendment. On the following roll-call the amendment failed of adoption: Mr. Fitzgerald and Mr. Good voting "Yea"; Mr. Clinton, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Nay"; Mr. Duehay "Present." Mr. Fitzgerald moved, seconded by Mr. Good, to strike from the report the name of Thomas Munro and substitute therefore the name of Paul Sullivan. On the following roll-call the proposed amendment failed of adoption: Mr. Fitzgerald and Mr. Good voting "Yea"; Mr. Clinton, Mr. Duehay, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Nay." On the following roll-call it was then voted to approve the report of the Committee on Athletics, set forth in its entirety earlier in this meeting, and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea"; Mr. Fitzgerald and Mr. Good voting "Nay."

The Superintendent recommended that Nicholas D. Bartocci be appointed teacher in the music department at a stipend of $9,000.00 per year, effective September 1, 1969; that Mrs. Nan Louise Seale be appointed teacher in the Physical Education Department at a salary of $7,000.00 per year, effective

September 15, 1969; that Elizabeth R. Curry be appointed Mathematics Teacher and assigned to the High & Latin School at a salary of of $7,000.00 effective October 1, 1969. On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation relating to appointment of teachers and set forth above: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

Under suspension of rules it was voted on the following roll-call to adopt a motion by Mr. Clinton, seconded by Mr. Good, to adopt the Superintendent's recommendation that Warren G. Ferzoco, teacher in the Rindge Technical School, be appointed Principal of the Rindge Evening Industrial School at a stipend of $11.00 per hour, effective Sept. 17, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". The rules having again been suspended a motion by Mr. Good, seconded by Mr. Wylie, to reconsider the foregoing vote (Hoping same would not prevail) failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the following list of applicants for evening school teaching positions be approved:

Allard, Louis E.
Allen, Beatrice M.
Bonner, Amy V.
Boring, Mollie D.
Bourdeau, Joseph U., Jr.
Boyle, Katherine
Brennan, Daniel J.
Brine, Donald H.
Callis, Edna M.
Carchia, John L.
Conrad, Edward J.
Corcoran, Patricia A.
Duckett, Martha H.
Dynan, William J.
Eagan, Thomas H.
Factoroff, Sandra M.
Ferraro, Samuel J.
Fitzgerald, James M.
Fitzgerald, John T.
Foley, Daniel P.
Forgetta, Angela T.
Fraser, Julie
Grossman, Sandra R.
Guercio, Maria
Gutheim, Majorie F.
Hunter, David T.
Keefe, Marie J.
Keegan, James H.
Konjoian, Moses
Leary, Jeanne
Leary, Robert A.
Leonard, Albert J.
Mangan, William J.
Marchand, Arthur J.
McClure, Adrienne
Mokaba, George C.
Merganti, Mary Ann
Morris, Laretto C.
Neal, Kenneth S.
Nolan, James P.
O'Brien, John J.
Pacunas, Janice A.
Regan, Ella Jo
Sandler, Edward
Solakian, Ashken
Synnott, Brendan J.
Synnott, Catherine M.
Tanguay, Evelyn R.
Tansey, Julianne
Ward, Margaret C.
Weissbach, Paul
Wolf, Rosalind S.

The Superintendent reported that Miss Randy Weiss, Miss Patti Krieger, Miss Ann Stevens and Miss Virgina Gleason have been recommended by CEOC as teachers in the Head Start Program for the year 1969-1970.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call that a bill received from Michael Flannery, junior custodian assigned to the Thorndike School, in the sum of $108.03 for overtime worked during the absence of Mr. Doolin, junior custodian assigned to the same school on an earlier shift, be approved for payment notwithstanding that this approval is not Consistent with the rules of the School Committee, but because of extenuating circumstances an exception is hereby made with the understanding that this situation shall not be repeated with the express consent of the Chief Custodian: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED.
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

SPECIAL MEETING Monday, September 29, 1969

Called by vote of the School Committee taken at meeting of September 16, 1969 for the purpose of hearing reports on the summer programs conducted under the Superintendent's Research and Development Program.

Mr. Costa Leotus, Director of the project "Staff Development Institute for Elementary Teachers" appeared and presented Stephen Theall, teacher at Webster School, Mary Daley, teacher at Thorndike School, Dorothy Daly, teacher at Morse School, Rosalind Rolland, teacher at Haggerty School, Joseph Pagliaro, teacher at Fitzgerald School, Theodore Wayne, teacher at Peabody School who outlined the project in detail.

Lila Palatin and Paula Taff, teachers in the Bureau of Pupil Services, reported in detail on the Summer Workshop for Perceptionally Handicaps.

Mrs. Elizabeth Boyce, Director of Social Studies, reported on the progress of the summer Race and Poverty Program.

Richard Phelps, Director of Language Arts, presented a report on the summer workshop "The Development of the Curriculum Guidelines in the English Language for Grades Kindergarten Through Nine".

Edward J. Brady, Headmaster's Assistant Social Studies Department at High and Latin School, outlined the results of the Summer Workshop reviewing and revising the curriculum in American History and the problems of democracy.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adjourn.

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING Tuesday, October 7, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of conducting a hearing.

Mrs. Fred Centanni, President of Thorndike P.T.A. requested to be heard relative to facilities in the Sacred Heart School building where the Thorndike School is now housed. Mrs. Centanni discussed with the Committee the possibility of securing facilities such as gymnasium, cooking, science, library, etc. On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted that a special meeting of the School Committee be held on Tuesday, October 14, 1969 at 7:30 P.M. at the Sacred Heart School building with members of the Thorndike P.T.A., Master of Thorndike School and other school administrators for the purpose of determining to what extent the School Committee can provide the school facilities requested by the Thorndike P.T.A.

It was voted to resume the regular order of business.

On motion by Mr. Solomon, seconded by Mr. Duehay, it was voted to approve as presented the minutes of the regular meeting of September 16 and the special meeting of September 29, 1969.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication received from the Cambridge Chapter of Retarded Children.

20 Kelly Road
Cambridge, Mass.
September 22, 1969

Gentlemen

As a parent of a retarded child you are to be commended in your cooperation with Mr. Edward Conley for a room in the Cambridge Schools for the new Day Care for the handicapped.

Our handicap teach us many fine lessons. They teach us sympathy (sympathy, not pity) one of the "marks of an educated man."

No matter how little or how much we do for the handicapped now it will be future generations who will profit. As long as there will be programs in the community then parents will be able to keep their children home.

Again my heartfelt thanks.

Mrs. Marie Christofaro

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to accept with regret the resignation of Frances Calabro, teacher at the M. E. Fitzgerald School, effective September 1, 1969.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to accept with pleasure an invitation extended by the Veterans' Services to attend the dedication of the new flag pole at the Cambridge Hospital on Saturday, October 18, 1969 at 10:00 a.m.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to make part of the minutes the following communication from the Cambridge Chamber of Commerce.

CAMBRIDGE CHAMBER OF COMMERCE

October 3, 1969

Mr. Edward J. O'Connell
Office of the Secretary
School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

Please convey to the School Committee the appreciation of the Chamber of Commerce for the courtesy and recognition extended to Frank H. Townsend who retired officially as the Executive Vice President on September 10.

We are grateful, too, for the School Committee's participation and attendance at the Annual Dinner and the representation from the Administration.

Sincerely,

Malcolm F. Fryer, Jr.
Executive Vice President

SUPERINTENDENT OF SCHOOLS (REPORTS AND RECOMMENDATIONS)

The Superintendent reported that Christine Lavey, teacher at Longfellow School, was married to Wayne Fisher and her name will now appear on our records as Christine Fisher; that Marilyn Pallys, teacher at Roberts School, was married to John MacDougall and her name will now appear on our records as Mrs. Marilyn MacDougall.

On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted that Barbara E. Rodenstein, teacher at Harrington School, be granted leave of absence without stipend from November 17, 1969 through December 1, 1969.

On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted that Mrs. Ella Jo Reagan, teacher at Houghton School, having filed the required forms, be granted a maternity leave of absence in accordance with the rules of the School Committee from December 1, 1969 to September 1, 1971.

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted to accept the resignation of William F. Young, teacher at High and Latin School, effective November 1, 1969; and of Miss Judith L. Cott, teacher at Putnam School, effective October 10, 1969.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that the National Foundation of the March of Dimes be granted permission to conduct their annual drive for voluntary participation.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to

place on the table the following report received from the Superintendent relative to the Education Professions Development Act.

The Superintendent respectfully submits the following report in compliance with School Committee Order, dated September 16, 1969:

ORDERED: "That the Superintendent of Schools investigate the Education Professions Development Act as a potential source of federal aid for the Cambridge School Department. . . ."

The purpose of the Education Professions Development Act is to help meet critical shortages of adequately trained personnel. The primary function of the Act is to provide support for: —

(a) Programs of local educational agencies to attract to teaching, persons in the community who have been otherwise engaged and to provide short intensive training and subsequent in-service training to qualify such persons for a successful career in teaching. The recipients must have completed a maximum of three years of college. The short term intensive training should not exceed one academic semester. The cost of this training will be paid for by the Federal Government. If any additional training is needed to qualify these prospective teachers the cost must be borne by them. Upon completion of his training the local educational agency must hire the recipient as a permanent teacher or a full-time substitute.

(Example): — There is a critical shortage for an industrial arts teacher. A prospective teacher in industry who has successfully completed three years of college wishes to apply for the position. The Federal Government will assist the L.E.A. by paying the cost of one semester's training for this prospective teacher provided the L.E.A. will guarantee that they will hire him as a permanent teacher or a full-time substitute. Any additional training in order to be certified must be borne by the teacher. Under no circumstances may Federal Funds be used to pay for this teacher's salary. His salary must come out of local funds.

(b) Programs of such agencies to obtain the services of teacher aids and to provide them with the pre-service and in-service training they need to perform the duties of teacher aids. Recipients of training may not include aids now employed who need further training. Persons who have successfully completed the in-service training program will be employed in the local elementary or secondary school. Federal Funds may be used to hire a qualified person to train these aids. Under no circumstances may Federal Funds be used to pay the salaries of these aids. The aids salary must come out of local funds.

EDWARD A. CONLEY
Superintendent of Schools

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt a recommendation of the Superintendent that he be granted permission to advertise a vacancy in the position of Doctor For Posture Correction and that the stipend for this position be $20.00 per hour and with a total expenditure not to exceed $9,000 per year. On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted that this be referred to executive session for further discussion.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to place on the calendar the following report relative to library services in those schools which remain without it; and further, that Mr. Charles Adams, Director of Libraries, be invited to be present at the next meeting:

The Superintendent respectfully submits the following report in compliance with the School Committee Order dated June 17, 1969:

ORDERED: That the School Department shall provide forthwith library services to those schools which remain without it, by conversion of any available space, by a bookmobile, by an exchange system among rooms, or by whatever means are necessary to ensure that every pupil in the Cambridge system has the opportunity, at least once a week, to look over a variety of books and to withdraw books.

On June 17, 1969 in School Committee it was ordered "That the School Department shall provide forthwith library service to those schools which remain without it, by conversion of any available space, by a bookmobile, by an exchange system among rooms, or by whatever means are necessary to ensure that every pupil in the Cambridge system has the opportunity, at least once a week, to look over a variety of books and to withdraw books."

The five schools which are most in need of library service are Gore St., Houghton, Lowell, Putnam and Thorndike. In thinking about and discussing the various methods of providing this service, it is believed that the best method at this time would be an exchange system among classrooms of boxed collections. Each of these would include 50 titles selected by grade level and for a wide range of interests. The collections would be assembled at the Teachers' Resource Center and then sent to the schools to be used in the appropriate classrooms.

In regard to alternate plans it is felt that the purchase of a bookmobile and the employment of a driver-librarian would be very expensive and that funds could be better used in the purchase of new library materials for the schools in question and in anticipation of the opening of the three new schools. Since very little space is available in the schools for conversion to library use, it is also felt that this alternative would not be feasible — particularly since supervision and control of the collection would be very difficult to maintain.

The elementary school library books which are available for this program are in the Deposit Library which is housed in the Teachers' Resource Center, 1700 Cambridge Street. This collection contains 3769 volumes of which all but 578 are ready for circulation with book pockets and cards, date due slips and Plasti-Klear jackets. The 578 volumes have recently been purchased from Books on Exhibit and have jackets but need book pockets and cards and date due slips. It is recommended that the Deposit Library Collection be separated into four groups which are as follows: Group I — Kindergarten through Grade 2; Group II — Grades 3 and 4; Group III — Grades 5 and 6; Group IV — Grades 7 and 8. Each group would be separated into as many 50-title collections as possible and then distributed to the schools in proportion to enrollment and number of classes at each grade level. Each collection would be individually boxed and would be accompanied by a list of the books contained and a page of suggestions pertaining to receiving and forwarding procedures and circulation routines. A duplicate list would be retained by the Teachers' Resource Center. The Master would be responsible for scheduling the exchange of collections among the classrooms in his or her school so that no collection would become permanently housed in one room. This would insure that every pupil in each of the four groups would be able to see and withdraw from the largest variety of books. After a period of time to be determined by practice the collections in a school would be transferred to another school.

It is believed that the above plan would make it possible to place the entire Deposit Library Collection in the schools which need it, the individual teacher would not be required to come to the Teachers' Resource Center to select a collection of books, certain areas of non-fiction would not be concentrated in just a few rooms, and control of the collection by the Library Department would be simplified by keeping the typing of lists and the preparation of individual collections to a minimum.

SUMMARY:

Schools to be served:

Gore Street, Houghton, Putnam, Thorndike, Lowell Achievement, Rindge Achievement

Number of books available for the program: 3769 volumes.

Grading of collections: Group I — Kindergarten through Grade 2
Group II — Grades 3 and 4
Group III — Grades 5 and 6
Group IV — Grades 7 and 8

Number of books in each graded classroom collection: 50

The chairman ordered placed on the calendar as required by the rules the Superintendent's recommendation that the following textbooks be approved:

Published by Bowmar Publishing Corp.: "Bowmar Early Childhood Series."

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to make part of the minutes the following communication from the Department of Education relative to Adult Basic Education Project:

COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF EDUCATION

October 3, 1969

Mr. Frank J. Frisoli
Assistant Superintendent
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Frisoli:

We are happy to forward approval of the CAMBRIDGE FY-1970 Adult Basic Education Project in the amount of $8,568.00 which is the limit of Federal expenditure allowable under this project.

FY-1970 projects will be allowed to operate with advance payments for anticipated expenditures as follows:

1. Projects funded for $30,000.00 or more will receive monthly payments amounting to 10% of the total anticipated expenditures beginning in September. These payments will be forwarded automatically upon receipt of Form 89-750-A-7, Monthly Statement of Expenditures, for the preceding month.

2. Projects funded for less than $30,000.00 will receive quarterly payments amounting to 25% of total anticipated expenditures. These payments must be requested on Form 89-750-A-5, Request for Federal Funds. Payments will be forwarded only upon receipt of Form 89-750-A-5, and Form 89-750-A-7, Monthly Statement of Expenditures for each preceding month of operations. The first payment may be requested at this time; subsequent requests for payments should be made on October 1, January 1, and April 1.

The staff specialist assigned to your project from this office is Mr. Booker DeVaughn, Senior Supervisor in Education. Please communicate directly with this person for any assistance you require.

Your project has been assigned the following number: 70-6. Please be certain to indicate this number on any communications with this office.

Sincere best wishes for the success of your program.

Cordially yours,

Rene J. Bouchard, Jr.
Director
Bureau of Civic Education

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that Robert E. Richard, science teacher at Rindge Technical School, be granted leave of absence without loss of stipend to attend the Regional Conference of the National Science Teachers Association at Providence, R. I. from November 13-November 15, 1969, and that Mr. Richard be reimbursed for expenses he incurs by reason of his attendance at this conference.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that Henry Lucas, social studies teacher at Rindge Technical School, be granted leave of absence without loss of stipend to attend the 15th Annual Yale Conference on the Teaching of Social Studies to be held October 17-18, 1969 at Yale University, and that Mr. Lucas be reimbursed for expenses incurred by reason of his attendance at this conference.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll call that Richard S. Phelps, Director of Language Arts, be granted leave of absence without loss of stipend from November 24 through November 29, 1969 for the purpose of attending the National Council of Teachers of English Convention at Washington, D. C.; and, further, that the sum of $331.55 be appropriated from Schedule F-30 and advanced to Mr. Phelps to cover expenses necessary to his attendance at this conference: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mayor Sullivan voting "Yea." Mr. Wylie voting "Present."

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted on the following roll call to adopt the Superintendent's recommendation that Edward J. Brady, Headmaster's Assistant of Social Studies Department, be granted leave of absence without loss of stipend for the purpose of attending the American Negro Life Association meeting in Birmingham, Alabama on October 8-October 12, 1969 and that Mr. Brady be reimbursed from Schedule F-30 for expenses he incurs by reason of his attendance at this conference: Mr.

Clinton, Mr. Duehay, Mr. Good, Mr. Fitzgerald, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea." The rules having been suspended, the motion by Mr. Good, seconded by Mr. Solomons to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

REPORT OF COMMITTEES

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to approve the following report of the Committee on Buildings and Grounds and to adopt the recommendation contained therein.

COMMITTEE ON BUILDINGS AND GROUNDS

Wednesday, September 24, 1969

Present: Daniel J. Clinton, Chairman
Francis Duehay
James F. Fitzgerald

It was voted to recommend that all replacement of window glass at the Harrington School shall be by use of Lexan.

Your sub-committee wishes to report that the cafeteria at the Lincoln School is well under way and is expected to be completed by the middle of November, 1969.

It was voted to recommend that the Superintendent be authorized to allocate sufficient money to renovate rooms at Rindge Technical School in preparation for the initiation of a course in Computer Programming.

Your sub-committee is happy to report that the Science Room at Roberts School will be ready for use by the middle of November, 1969.

It was voted to recommend that "No Parking" signs be prepared and posted in all areas under the jurisdiction of the School Department.

It was voted to recommend that the Superintendent be requested to investigate the cost of using large portable trash bins for disposal of rubbish in each school.

Respectfully submitted,

Daniel J. Clinton, Chairman

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt a recommendation of the Committee on Athletics that the following athletic personnel be appointed: Margaret McDonough as Girls' Locker Room Attendant at $4.00 per hour; Miss Fenton Nelson and Miss Kathleen Brown in Intramural Program at $5.00 per hour.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted on the following roll call to adopt a recommendation by Assistant Superintendent Edmond Murphy that a contract for installing a tar and gravel roof at the Roberts School be awarded to the lowest responsible bidder, Robert P. Ellard Construction Corporation for total sum of $15,492.00: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

UNFINISHED BUSINESS FROM PREVIOUS MEETING

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation presented at the meeting of September 16, 1969 that the rules of the School Committee be amended by eliminating the position of Assistant Headmaster in Charge of Data Processing and that a position of Administrative Assistant in Charge of Data Processing be established; and, further, that a Board of Examiners be appointed to examine applicants to fill the vacancy.

Tabled Matters:

On motion by Mr. Wylie, seconded by Mr. Fitzgerald, it was voted to take from the table a proposed amendment to Chapter XIX Section 3 of the Rules of the School Committee to provide weekly PTA meetings as presented and spread in its entirety on the minutes of February 6, 1969. On motion by Mr. Wylie, seconded by Mr. Fitzgerald, it was voted that this proposed amendment be given leave to withdraw.

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the Superintendent report to the School Committee prior to the consideration of the 1970 budget on the desirability of reducing the present Pupil-Guidance Counselor ratio from 400-1 to 200-1.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted that the Superintendent report to the School Committee prior to the consideration of the 1970 budget on the adequacy of secretarial assistance throughout the department.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the City Manager be asked to meet with officials from Harvard University to request the use of Harvard track facilities for the Cambridge High schools track teams until new public facilities are available.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the Superintendent ascertain that the meals served at the Roberts School meet the dietary requirements and be of sufficient quality and quantity to meet the needs of growing children.

Mr. Fitzgerald moved, seconded by Mr. Clinton, that for the purpose of providing greater safety for the pupils of the two high schools, the School Committee requests that the City Council take the necessary steps to make Trowbridge Street between Cambridge and Broadway a Private Way. Mr. Clinton moved to amend the motion by adding "That the City Council cause to be erected signs that would make the unlawful use of school property punishable by court action." It was voted to adopt the amendment. It was then voted on the following roll call to adopt Mr. Fitzgerald's motion as amended by Mr. Clinton that for the purpose of providing greater safety for pupils at both high schools the School Committee respectfully requests that the City Council take the necessary action to make Trowbridge Street between Cambridge Street and Broadway a Private Way; and, further, that the City Council cause to be erected signs that would make the unlawful use of school property punishable by court action: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Sullivan voting "Yea."

On motion by Mr. Clinton, seconded by Mr. Fitzgerald, it was voted that because of the excessive breaking of window glass at the Harrington School, that the Superintendent be requested to ask the Chief of Police to instruct the police officers assigned to this district to be extra alert in order to reduce this vandalism; and, further, that all broken glass be replaced as expeditiously as possible.

On motion jointly by Mr. Good and Mr. Solomons, it was voted that because of the accidents which have already occurred and in order to provide greater safety for the school children attending the Lincoln School, St. Peter's School and The Friends School, that the City Manager be requested to have installed immediately pedestrian lights at the corner of Walden and Garden Streets. Mr. Fitzgerald is recorded as voting "Present."

Vice Chairman Fitzgerald in chair.

Mayor Sullivan moved, seconded by Mr. Good, that sufficient funds having been provided in the 1969 School Department budget that the order of the School Committee adopted at a meeting held on February 8, 1969 "To provide an increase effective September 1, 1969 of 5% over and above the 5% increase for the employees covered by the contract between the Custodian's Union and the School Committee" be operative immediately.

Mr. Duehay in the chair.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted on the following roll call to refer to executive session Mayor Sullivan's motion relative to increase of salaries for certain employees: Mr. Clinton, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea." Mr. Duehay voting "Yea." Mr. Fitzgerald voting "Nay."

Mayor Sullivan in the chair.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in executive session.

It was unanimously voted that Attorney Leon Kowal be authorized to offer to the negotiating committee for the Custodian's Union the following six (6) amendments to the present contract:

1. The 5% wage increase voted by the Committee in addition to the present contract provisions will be implemented.

2. Custodians who have a regularly scheduled shift beginning at 2:00 p.m. or later shall receive a shift differential of 30¢ per hour for all hours worked, retroactive to September 1.

3. The existing shift differential of 20¢ per hour will remain in effect for all employees whose shift begins before 2:00 p.m.

4. All shifts will be scheduled with one-half hour for meals.

5. The 2:00 p.m. shift will be reopened for bids by all custodians and assignments will be made on the basis of seniority. In the event sufficient bids are not received, assignments will be made of the least senior men.

6. Mr. Hockman and the Union Committee will meet and set up guidelines to determine when extra men will be called in for evening functions.

Action came on the certified Civil Service list for permanent intermittent teacher aids. On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll call to appoint the persons listed below as permanent intermittent teacher aids: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea." Mr. Fitzgerald "Absent."

Irene Puzinas
Mary Dudley
Joan Hannon
Lucy Aleskivitch
Edna Rebello
Mary E. McKenzie
Catherine M. Nolan
Loretta Collins
Mary Ellen Toomey
Ruth Murphy
Lillian Sears
Bertha Weagle
Barbara S. Maloney
Catherine Quinn
Cathaleen Campbell
Mary Goulart
Doris L. Sears
Marie Madigan
Helen Dukeman
Rita McAleavey
Mary E. Galleani
Mary T. Francis
Virginia McNulty

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that at the time of the next examination for the position of Permanent Intermittent Teacher Aids, large ads be placed in the Record-American and Cambridge Chronicle in a conspicuous position in sufficient time to allow interested parties to file applications.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted on the following roll call that the persons listed below be appointed to fill nine (9) positions of Cafeteria Helpers: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "yea". Mr. Clinton voting "Present".

Marion L. Cook
Adeline D. Pakstis
Virginia M. Gurry
Marion-Alice DuVerney
Catherine P. Burke
Margaret M. Dwyer
Lucy E. Doherty
Lucille B. Girard
Marion W. Henry

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the Superintendent consult with Mr. Flannery for the purpose of determining the personnel requirements in the cafeterias and report his findings at the next regular meeting of the School Committee.

On motion by Mr. Fitzgerald, seconded by Mr. Collins, it was voted on the following roll call to adopt the recommendation that Helen S. Gamble, 156 Elm Street, No. Cambridge, being the first person on the certified Civil Service list be appointel permanent intermittent cashier at $11.18 per day: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

A communication was received from Marie A. Hyde, teacher of girls' physical education at High and Latin School requesting that she be granted permission to take the examination for Asst. Director of Physical Education. The Superintendent recommended that her request be granted and that she be rated by the Board of Examiners. On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted that Marie A. Hyde, Physical Education teacher at High and Latin School, be granted permission to take the forthcoming examination for the position of Asst. Director of Physical Education the rules of the School Committee notwithstanding.

Question came on a grievance filed by Gerald P. Griffin of the Custodian's Union asserting that he worked on a day when all other custodians were excused and that therefore he was entitled to holiday pay schedule. A motion by Mr. Good that the committee authorize payment to Mr. Griffin at holiday pay rate failed of adoption on the following roll call: Mr. Clinton, Mr. Good, Mayor Sullivan voting "Yes". Mr. Duehay, Mr. Fitzgerald, Mr. Solomons, Mr. Wylie voting "No". Therefore, it is the opinion of a majority of the Cambridge School Committee that Mr. Griffin's employment on said day was at straight time for the day in question and was not in violation of the existing contract.

Question then came on a motion by Mayor Sullivan that sufficient funds having been provided in the 1969 School Department budget that the order of the School Committee adopted at the meeting held on February 8, 1969 "To provide increase effective September 1, 1969 of 5% over and above the 5% increase for the employees covered by the contract between the custodians and the School Committee" be operative immediately. Mr. Duehay placed objection against action at this meeting and the chair ordered the motion placed on the calendar as required by the rules.

There being no objection, the chairman ordered placed on the calendar the Superintendent's recommendation that he be authorized to advertise a vacancy for the position of Doctor for Posture Correction and that the stipend for this postion be $20.00 per hour with total expenditure not to exceed $9,000 per year.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that the following candidates be approved for teaching positions in the Evening Schools and Americanization Classes:

Botelho, Arthur W.
Brodbine, Mary
Brown, Louise
Clews, Frederick
Collins, William F.
Constantine, Ida
DeMello, Manuel, Jr.
Farmington, Esther
Golden, Jessie
Hoffman, Rebekah
Guercio, Marie
Jason, Walter
Johnson, Charles
Linardy, Angelina
Martin, Walter J.
Mosca, James
Robinson, Eva
Saideh, George J.
Simas, Jesse
Sullivan, Edward J.
Synnott, Brendan
Tierney, Martin J.
Tierney, Robert J.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Clinton, it voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted to adjourn

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

SPECIAL MEETING Tuesday, October 14, 1969

Called by vote of the School Committee taken at the regular meeting of October 7, 1969 and held at the Sacred Heart School Building with members of the Thorndike School PTA, the Master of the Thorndike School and other administrators for the purpose of determining to what extent the School Committee can provide school facilities requested by the Thorndike PTA.

Members present: Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Vice-Chairman Fitzgerald in the chair during the temporary absence of Mayor Sullivan.

The Chairman of the Thorndike School PTA stated that their immediate needs were facilities for physical education, cooking, science lab, woodworking room and library.

The committee and the PTA toured the Sacred Heart School Building and it was agreed that at least one room was available which could be fixed up and furnished for a science lab, and that the Superintendent would explore the feasibility and cost to equip this room for this purpose. The Superintendent was also requested to report on the possibility of relocating the present teachers' lounge on the first floor and equip this room with modern stoves and other necessary equipment in order to use the room for home economics, especially cooking.

The Vice-Chairman who is presently Chairman of the Board of Library Trustees will, at the next meeting of the Board of Library Trustees, take up the matter of allowing the students from the Thorndike School (Sacred Heart School Building) the use of the branch library in East Cambridge in the afternoons and on some evenings during the week.

The Superintendent reported that book-drop for the Thorndike School students will be operational in the very near future.

Mayor Sullivan in the chair.

The Committee and the PTA then surveyed the facilities of the East End House located a short distance from the school and it was agreed that the Superintendent would confer with the Director of Physical Education and the persons in charge of the East End House for the purpose of determining if the gymnasium at the East End House could be used for the physical education program of the Thorndike School and also to determine if the woodworking room in this building could be used for an interim program of woodworking and report back to the school committee as to the feasibility and cost of such a plan.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adjourn;

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

REGULAR MEETING Tuesday, October 21, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Fitzegarld, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of conducting a hearing.

Mr. Charles Adams, Director of Libraries, appeared and discussed at length a report submitted by the Superintendent and spread in its entirety in the minutes of October 7, 1969. At the conclusion of the hearing it was voted on motion by Mr. Good, seconded by Mr. Wylie, to adopt the Superintendent's report relative to providing library services to those schools which remain without it.

The chairman ordered the regular order of business resumed.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted on the following roll call to adopt the recommendation by Asst. Supt. Murphy that in addition to sums previously appropriated, the sum of $1000 be appropriated to Schedule D-1, Office Supplies . . . said sum to be provided by transfer from NDEA Public Law 85-874; and, further, that in addition to sums previously appropriated the sum of $5000 be appropriated to Schedule D-16, Supplies Not Otherwise Coded . . . said sum to be provided by transfer from Schedule B-44, Travel Outside of State: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll call to adopt the recommendation by Asst. Supt. Murphy that contracts be awarded each of the following for supplying musical instruments, they being the lowest bidders to have met the specifications in all instances except Item VIII which is awarded to the second lowest bidder on recommendation of the Director of Music. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Item I	Violin Outfits	Rayburn Music Instrument Co.	$480.00
II	Cello Outfits	Coffey Music Co.	540.00
III	Double Bass	Coffey Music Co.	240.00
IV	Trombones	Rayburn Music Instrument Co.	940.00
V	French Horns (double)	Coffey Music Co.	800.00
VI	French Horns (single)	Coffey Music Co.	822.00
VII	Clarinets	Coffey Music Co.	428.00
VIII	Drums	Coffey Music Co.	260.00
IX	Trombone Mouthpieces	Coffey Music Co.	85.00
X	Trumpet Mouthpieces	Coffey Music Co.	68.00

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to approve the minutes of the regular meeting of October 7 and the special meeting of October 14, as presented.

SUPERINTENDENT OF SCHOOLS
Reports and Recommendations

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to accept the resignation of Mrs. Diane Callahan, teacher at Harrington School, effective September 1, 1969; of Mrs. Edna L. Beaudoin, teacher at Longfellow School, effective October 15, 1969; William J. Coughlan, teacher at Rindge Technical School for thirty-two years, effective December 31, 1969; and, further, that the School Committee express to Mr. Coughlan their sincere appreciation for his long years of devoted and efficient service to the Cambridge School Department.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that Miss Marsha Brown, teacher at the M. E. Fitzgerald School, be granted leave of absence without stipend from December 8 - December 12th inclusive for presonal reasons.

The Superintendent reported the marriage of Jean F. Crowley, teacher at High and Latin School to Paul E. Healy and her name will now appear on our records as Jean F. Healy; that Sheila M. Corcoran was married to Gerald F. Shea and her name will now appear on our records as Sheila M. Shea.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that the librarian at the Longfellow School, Miss Liberty Winter, be granted permission to solicit funds on a voluntary basis from the children of the Longfellow and Agassiz Schools for UNICEF.

On motion by Mr. Fitzgerald, seconded by Mr. Clniton, it was voted to adopt the Superintendent's recommendation that the Cambridge Association of Insurance Agents be granted permission to present the Cambridge Junior Fire Marshall Program in grades VI of the Cambridge Public Schools.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the Cambridge Teachers Association relative to appointing a joint committee to explore all the facets of recruitment and use of substitute teachers and that the matter be referred to the Superintendent with power to act in accordance with Article XXI Par. 2 of the agreement between the Cambridge School Committee and the Cambridge Teachers Association:

Mr. Edward A. Conley, Superintendent
Cambridge Public Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Conley:

In accord with Article XXI, Paragraph 2, of the agreement between the Cambridge School Committee and the Cambridge Teachers Association relative to Substitute Teachers, "The School Committee and the Cambridge Teachers Association will appoint a joint committee to explore all the facets of the recruitment and use of substitute teachers and shall make a report of their findings to the School Committee", I submit the following names for this committee:

Anthony L. Bruno	Rindge Technical School
Daniel J. Kelly, Jr.	Fitzgerald School
Marilyn McGinn	Roberts School

Sincerely yours,

Charles H. Cremens — President
Cambridge Teachers Association

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the Cambridge Teachers Association relative to the matter of appointing a committee of administrators with a committee of teachers to study an examination procedure in the school system and that this matter be referred to the Superintendent with power for action in accordance with Article XXIX Par. "O" of the agreement between the Cambridge Teachers Association and the Cambridge School Committee:

October 6, 1969

Mr. Edward A. Conley, Superintendent
Cambridge Public Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Conley

In accord with Article XXIX, General, Paragraph O, of the agreement between the Cambridge Teachers Association and the Cambridge School Committee, "A joint committee of teachers and administrators shall be formed to study the examination procedure in the Cambridge School System", I submit the following names:

Mary Mroz	Gore Street School
Peter Nelligan	Russell School
Alice Wadden	Thorndike School
Anne Snow McCarthy	Cambridge High and Latin School

Sincerely yours,

Charles H. Cremens — President
Cambridge Teachers Association

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to make part of the minutes the following guidelines with reference to the recruitment, screening and evaluating of teacher applicants as formulated by the staff of the Board of Examiners:

The Cambridge Public Schools are committed to the goal of providing the children of Cambridge with an education that will prepare them to become responsible, contributing citizens. This objective is implemented through educational programs that are relevant to the present needs of youth and that serve to promote an understanding between cultural and economic groups within the City of Cambridge.

The Board of Examiners acknowledges fully the significance of the responsibilities which have been delegated to it—the recruiting, screening, and evaluating of all permanent and substitute teaching applicants. The Board is equally aware of the long range effect of its performance, as it is of the immediate results.

In considering the function of the Board of Examiners in its broadest sense, it is thought that the recruitment, evaluation and recommendation duties should be extended to exploring the reasons for teacher turnover and to exerting a concerted effort to retain potentially outstanding teachers. In this direction, a start has already been made. The members of the Board have scheduled individual conferences during the month of October with the newly appointed teachers in the Cambridge School System. These conferences will be held with a view to opening up new lines of communication with teachers and with a desire to afford these new teachers with all possible counseling, cooperation and professional support.

Realizing the impact of turnover on the teaching profession, R. Oliver Gibson and Harold C. Hunt comment that "personnel move frequently, both in and out of education and among systems. These observations have brought us to the importance of the development of a core of continuing personnel who can give stability as well as professional thrust to the school system and to the profession in general." (1)

The Board of Examiners recognizes the importance of recruiting intellectually able young people who are sensitive to the issues of the times and the problems of the young. This necessarily implies that those ultimately selected will be able to motivate young people; appreciate the individual differences of pupils; will be compassionate, alert, and enthusiastic — truly, teachers who are committed to the education of children.

Due to their enormous influence over youthful experiences, competent teachers are vital to the progress and security of our nation. Undoubtedly, the teacher constitutes the heart of the educational process; therefore teacher selection becomes the most important function of those responsible for educational policy and administration.

There are many advantages in teaching in Cambridge. Besides the competitive salary schedule, there is the obvious one of working in a college city—Harvard University, Massachusetts Institute of Technology, Radcliffe College, Lesley College—with Boston College, Boston State College, Boston University, Northeastern University and Suffolk University across the Charles River.

The historic appeal of this exciting area with its memory of many famous writers and poets—Longfellow, Lowell, Thoreau; its Revolutionary history, its museums and libraries all serve to lure students and tourists alike.

Not to be neglected is the progressive wave of great industrial activity, the building of NASA's Electronic Research Center, the current college range of research, and the unique shopping areas which are excellent inducements for wide large-scale employment.

As evidenced by the sheer number of applications in previous years, the location and character of Cambridge is invaluable in attracting teacher candidates. The direction of its educational growth influenced by dynamic leadership, an abundance of innovative programs, new school building construction, and strong citizen support acts as a magnet to draw the best teacher applicants. Cambridge offers the opportunity to become involved in many of the challenging inner-city problems. "The lure of innovation and experimental financing is also used by East Orange schools. . . . 'We have about $1 million of experimental money and a reputation for experimenting in urban education. This has a sales appeal to the kids with commitment." (2)

Teacher recruiters in the 1970's will be faced with the problems created by "urbanization, teacher unrest, the inclusion of minority group teachers, and the complications of increased federal and state regulations." (3)

Functions and Recommendations:

1. Recognize the obligation of promoting healthy personnel relations between the administration and the staff; accomplish this objective through association with teachers on a human relations basis, offering counseling and assistance. This most vital function necessitates the cultivation of the free flow of communication between the administration and the staff.

2. Recognize the absolute necessity of objectivity in teacher selection.

3. Conduct personal interviews of all teacher candidates (full time and substitute) for the purpose of evaluation and selection.

   "1. Generally appraise the candidate's personality.
   "2. Learn about the candidate's educational philosophy and professional outlook.
   "3. Evaluate the candidate's voice and physical characteristics.
   "4. Become acquainted with the applicant's plans for the future.
   "5. Learn about the candidate's background and experience." (4)

4. Continue the practice of including Directors and Coordinators in the final interview of teacher candidates.

5. Involve principals and masters at both the elementary and secondary levels in interviews of teacher candidates.

6. Initiate the policy of conducting termination interviews with those teachers who resign from the Cambridge Public School System in the interest of good personnel relations and as a source of information concerning teacher turnover.

7. Project, through conferences with principals and masters, the number of teacher replacements and additions that will be necessary in the school year ahead. Maintain a classification and referral system.

8. Assist in developing a comprehensive orientation program to acquaint the newly appointed teachers with the Cambridge Public School System, the City of Cambridge, and the school to which the teacher is assigned. A conference with the principal or master of the school should be arranged prior to the opening of school.

9. Re-evaluate the "Requirements and Rules of Appointment" with particular study of the emphasis currently attached to the National Teachers Examination.

   a. A review of the Academic Record requirement will be in order if the trend within colleges to de-emphasize grades continues. (Honors — Pass—Fail system)

   b. Some degree of flexibility in requirements is to be desired in the process of filling teacher vacancies in the shortage and specialized subject areas.

10. Continue the present broad base of the recruiting program activity to include colleges and universities in the Mid West and along the Eastern Seaboard as well as those in the New England area.

11. Communicate with administrators in the Greater Boston area who are involved in the recruitment and selection of teachers in order to exchange ideas and up-date methods.

12. Encourage classroom teachers, as individuals and through their organizations, to play a role in the recruitment of teachers for Cambridge Public Schools System. Distribute recruitment literature through the Cambridge Teachers Association.

13. Involve the community in the recruitment of teachers, through personal contact with service organizations (Kiwanis, Rotary, Lions, Elks), Parent-Teacher Associations, civic groups, and other community organizations.

14. Encourage the formation of a Future Teachers of America chapter at the high school level in order to promote among young people an understanding of teaching as a profession.

15. Disseminate recruitment literature to colleges and universities on a national basis through the mails (Two thousand colleges will receive Cambridge School Department recruitment literature during October and November, 1969.)

16. Maintain a referral library of college catalogues and professional literature.

17. Increase newspaper and professional publications advertising. Consider the advisability of a full page advertisement in the **Placement Journal of the Association for School, College and University.** (Cost $800)

18. Contact not only College Placement Officers but, where feasible, other college faculty personnel and alumni in the search for competent teacher candidates.

19. Explore the possibility of setting up Cambridge Public School System Recruiting Booths at nation-wide and local conferences attended by teachers, directors, and administrators. In any event, send along recruitment literature with Cambridge people attending conferences.

20. Consider revising the application form for teacher candidates and the substitute application card.

21. Include an instruction and information sheet with each application that is either mailed or given to a teacher candidate.

22. Accept the responsibility of maintaining active membership in effective professional organizations related to administration and other professional areas. (American School Personnel Administrators Association)

23. Attend professional conferences and community organization meetings.

24. Recognize the responsibility of assisting in the Cambridge School Department public relations program.

25. Develop a relationship with business, industrial, and governmental agencies in the interests of sound recruitment concepts and as a source of teacher candidates.

26. Realize that evaluation of all concepts related to the recruitment and selection of teacher candidates is necessary in order that the procedure will be relevant to the times and to the needs of the Cambridge School System. Evaluation is a vital and continuing process.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to request authorization from the Massachusetts Teachers Retirement Board for the continued employment of Ethel L. McLaughlin, a member of the faculty since 1947 in accordance with the provisions of Chap. 348, Acts of 1954. Miss McLaughlin will attain retirement age on January 18, 1970 and continued employment is requested to the end of the present school year, June 1970.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll call that Margaret M. Carroll, teacher at Peabody School, be authorized to attend the Film Workshop for Teachers and that she be granted an advance of $100 for expenses necessary to her attendance at this Workshop: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted on the following roll call to adopt the Superintendent's recommendation that Agatha C. F. Maguire, teacher at High and Latin School, be granted leave of absence without loss of pay on October 31 for the purpose of attending the In-Service Institute In Teaching Reading in the Secondary Schools to be held at Quincy on October 31 and November 1 and that Miss Maguire be advanced the sum of $55 to cover expenses necessary to her attendance at this institute: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that Dr. James R. Powers, Director of Modern Languages, be granted leave of absence without loss of salary for the purpose of attending a conference of the American Council on the Teaching of Foreign Languages, to be held at New Orleans November 28 through November 30, 1969 and that Dr. Powers receive in advance the sum of $270.20 to cover expenses necessary to his attendance at this conference: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea".

On motion made jointly by Mr. Duehay and Mr. Solomons, it was voted to make part of the minutes the following report received from Edward J. Brady, Headmaster's Asst. Social Studies, at High & Latin School:

THE FIFTY-FOURTH ANNIVERSARY MEETING of the ASSOCIATION FOR THE STUDY OF NEGRO LIFE AND HISTORY

Birmingham, Alabama Oct. 9-12, 1969

The following is a topical report about the meetings which I attended and the main theme expressed at each meeting. The expressed theme does not necessarily agree with my own thinking on the topic, but I will be glad to go into further details if requested.

Thursday, Oct. 9, 1969

I Visit to Birmingham Department of Education — Mr. J. Fullington, Director of Social Studies.
No black History taught in any of the elementary or high schools including the 6 de facto segregated Negro high schools. However, there is a format for such a course if any teacher wishes to use it; but few do use it for various reasons. The Convention censured the Birmingham Schools for not offering such a course.

II Visit to A. H. Parker High School (De facto all black high school). Found variety of teachers, including some "Uncle Toms" and some young ones who are developing a Black Course to be introduced in individual classes. The N.A.A.C.P. has a suit to prevent building of a new school on the location of this old one because it too would be segregated.

III Visit to Exhibits
Have placed all materials in Research Room for use of teachers and students who plan to request or make future orders. It should be especially helpful to the Committee for the new Black History Course.

VI Had an opportunity to meet and converse with such eminent Black Historians as Benjamin Quarles, Lorenzo Green and John Hope Franklin. Franklin, as Department Head of the University of Chicago History Department very strongly urges that our committee will use an historical rather than current approach to our Black History Course. I told him that I hoped that he would remember us if he comes to Cambridge where he once lived on Broadway.

V Opening Session.

Honorable Andrew Brimmer, Member of the Board of Governors, Federal Reserve System

Theme: Black Capitalism is not profitable because of the high risk market. Young blacks would be better off preparing for integrated businesses.

Friday, October 10, 1969

VI The Negro and the City: The 19th Century.
A. Betty Thomas, Howard University, Race Relations in Atlanta, 1877-1890

The way the Negro attempted to help himself economically, educationally and healthwise in 19th century Atlanta is typical of most southern Negroes and, therefore, is a refutation to the theory that Negroes did nothing to help themselves.

B. Stephen D. London, Wellesley College

"Desegregation of blacks in the Chicago schools has not and will not occur because of white prejudice; and, therefore, community control of schools is the only answer."

VII The Negro and the City: The Twentieth Century.
A. Richard Ballou, Boston College. The Negro Ghetto in Boston

There is no need for migration to produce a ghetto. Boston has one without any significant migration; and this ghetto was developed by white discrimination. Secondly, unlike ghettos of other ethnic groups, the Black ghetto was one of psychological as well as physical, economic, social and educational pressures.

B. Richard Meister, University of Michigan, The Black Man in Gary. 1906-1940

Gary was a city built up by various ethnic migrants and although they tended to settle in separate places, the Black ghetto was segregated more because it felt social, economic, psychological, educational and housing discrimination in addition to being a mere separate physical entity.

VIII Revolutionary Labor, The Left and the Negro

A. Philip S. Fener. Lincoln University, Pennsylvania. International Workers of the World and the Negro.

Used I.W.W. as an example of the idea that "instead of a race problem it is a class problem."

B. Roger Kanet, University of Kansas-A Comparison of Communist Policies, in South Africa and the U.S. — The Conitern and the Negro Question.

"Communist policy in both the U.S. and South Africa has been similar in that it was ambivalent depending upon the particular and immediate goal of the conitern which did not always act wisely and form a perspective of pertinent local needs."

IX Black Politics

A. Walton Ranes, Savannah State College. The Politics of Black and Tan Republicans.

"The White Republican Party of the south never really accepted black participation and did whatever it could to substitute black leadership with whites."

B. Ira Katznelson, Columbia University-The Politics of Race in New York City.

There was a black political powerlessness which resulted in social and economic powerlessness in New York despite the fact that New York witnessed the second largest migration in the United States.

C. Joyce Kelb, City College of New York — Black Republican in N.Y. A Minority Group in a Minority Party.

"Tammany and even modern Republicans want black votes but not at the expense of white predominance. Black leadership is detached from the masses. Black leaders are given tidbits of patronage, but understand that white bosses who distribute the power can take it away. They are not constituted." (This position was strongly disputed by blacks at the meeting who felt that inner black division was the real root of the problem)

Saturday, Oct. 11, 1969

X The Teaching of Negro History in the Schools — a Symposium

A. John F. Perdue, Pontiac Schools, Michigan — Afro-American History Social Studies K-12.

"Urged sensitivity program for effective implementation of units developed in the summer so that unconscious racism would be overcome and a commitment to anti-racism and innovation would be achieved."

B. John Sarbisen. Pensauken High School, New Jersey

Pensauken Schools are using a variety of biographical, political, topical and issue approaches in various grade levels after a teacher sensitivity program and with a weekly scrutiny of current implementation

XI Methods and Materials in the Teaching of Afro-American Studies; a Symposium

A. James A. Banks, University of Washington — Teaching the Black

Experience: An Inquiry Approach.

Because of the lack of objectivity by all historians and the weaknesses of Black, Negro and American History, only direct sources should be presented to students so that they may make their own conclusions to all historical information."

B. Erwin A. Salk-Available Materials and Teaching Methodology in Afro-American History.

"The United States has reason to be ashamed of preaching one kind of liberty and morality and practicing another, especially with blacks. Furthermore, not only churches but book companies should make reparations." Finally, at the end he did mention some valuable sources of materials which I will furnish upon request.

XII Luncheon

William H. Brewer, Editor, "The Journal of Negro History". "Histriography of Carter G. Woodson".

Attempted in a highly scholarly way to urge the necessity of pursuing truth in an academic way and on a high level. When finished, Young militants were given permission to briefly speak and they managed to rouse the assembly with a criticism of the "white controlled, white financially supported organization of elderly men discussing irrelevant subjects." After having had morning "black only" meetings they invited the blacks to a hotel room for further discussion but the Executive Director of the organization managed to regain control.

XIII The Banquet Session

Saunders Redding, George Washington University and the National Endowment of the Humanities.

"Equality and Excellence"

If blacks pursue the separate course advocated by some, they not only will be pursuing an old course turned down long ago, but will be violating the very principles they are fighting for.

Rather, blacks need to exercise an honest scholarship and militantly develop persistent means of bringing out the basic sense of equality that all men inherently possess but sometimes in a dormant manner.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to place on the table the following report prepared by the Superintendent of Schools in compliance with a school committee order of June 26, 1968.
Material: The following report is based upon achievement tests administered at the elementary level and preliminary college board tests administered at the secondary level.

Procedure: In an effort to give clarity to the report, it will be structured around basic questions relating to our student body as compared with similar school grade levels nationally. It will contain information on certain grade levels and groups within the elementary and secondary schools of Cambridge e.g. 5th grade, 8th grade, 11th grade college preparatory students.

In order that the results may be translated into a uniform, understandable language, the report will be given on a normal curve distribution employing the standard score system which may be applied to a variety of tests — stanine system.

STATISTICAL REPORT

All elementary schools in Cambridge

Grade 5	690 pupils
Grade 8	657 pupils
Total	1,347 pupils

Stanford Achievement Battery

Date of Administration: March 1969

Comparison of Cambridge school children with over 850,000 children in 264 school systems in the fifty states.

Graphs using the Stanine Step Table provided for each school, and for all schools combined.

On the basis of the city wide testing program, the following conclusions are drawn for the achievement level of the pupils in grade 5 in the 15 schools as compared with the national norm.

In Word Meaning 14 schools are average, and 1 school above average.
In Paragraph Meaning all 15 schools are average
In Spelling 14 schools are average and 1 school above average
In Language 14 schools are average and 1 school above average

In Arithmetic Computation 14 schools are average and 1 school below average
In Arithmetic Concepts 11 schools are average and 4 schools are above average
In Arithemetic Applications 14 schools are average and 1 school is above average
In Social Studies 14 schools are average and 1 school is above average
In Science 12 schools are average, 1 school is above average and 2 schools are below average

On the basis of city wide testing, the following conclusions are drawn for the achievement level of pupils in grade 8 in the 13 schools

In Paragraph Meaning all 13 schools are average
In Spelling all 13 schools are average
In Language 12 schools are average and 1 school is below average
In Arithmetic Computation 12 schools are average, and 1 school below average
In Arithmetic Concepts all 13 schools are average
In Arithmetic Applications 11 schools are average, and 2 schools are below average

In Social Studies 12 schools are average and 1 school is below average.

In Science 11 schools are average and 2 schools are below average

Therefore, in conclusion, the Cambridge Public School children in grades 5 and 8 as compared with 850,000 pupils in 264 school systems in the fifty states are performing academically at about the national norm.

How do our 11th graders planning to go on to college, measure up?

Score distributions have been established for predictive purpose which is hoped will be useful for interpretation of scores to students individually and collectively. In effect this constitutes our own local or school norms against which the performance of future college prep and other students may be weighed.

Using the P.S.A.T. (Preliminary Scholastic Aptitude Test) a shorter version of the Scholastic Aptitude Test, as a yardstick to gauge our present junior body planning on post high school education, the findings are these:

a. In each area tested, Cambridge juniors performed at a higher level than juniors nationally.

b. Boys in the '68 junior class performed substantially better than boys nationally and equalled the '67 junior boys in the Verbal area.

c. Boys in the '68 junior class performed substantially better than boys nationally and were slightly better than the '67 junior boys in the Math area

d. Girls in the '68 junior class performed near significantly better than girls nationally and equalled the '67 junior girls in the Verbal area.

e. Girls in the '68 junior class performed significantly better than girls nationally and substantially better than the '67 junior girls in the Math area.

On the basis of the results the estimated performance of the juniors as seniors on the college boards using the P.S.A.T. predictive index it may be expected:

a. The boys will perform less well collectively than boys in the 1967-68 graduating class in the Verbal area but as well as the national sample 1967-68.

b. The boys will perform less well collectively than boys in the 1967-68 graduating class in the Math area but as well as the national sample 1967-68.

c. The girls will perform substantially better collectively than girls in the 1967-68 graduating class in the Verbal area and substantially better than the national sample 1967-68.

d. The girls will perform substantially better than girls in the 1967-68 graduating class in the Math area and substantially better than the national sample 1967-68.

On the basis of the Composit (boys and girls) performance, the predictive index suggests:

a. Cambridge youth will perform about as well as Cambridge 67-68 graduates in the Verbal area and as well as the national sample 1967-68.

b. Cambridge youth will perform as well as Cambridge 67-68 graduates in the Math area and substantially better than the national sample 1967-68.

NOTE: With an additional year of English and Mathematics, one might conclude from the junior year P.S.A.T. that there would result a corresponding increase in the student's college board score in the senior year. This does not necessarily follow on several counts:

1. Many seniors obtain college board scores that differ appreciably from those predicted because of the long time span (PSAT administered in October of the junior year and some students will not take the college boards until December or January of their senior year); also students grow in ability at different rates and some will gain much more and others much less than the average during these 14 or 15 months.

2. The student taking the college boards are a more selective group, some students having made the decision during the interim of their junior and senior year not to go on to college.

Conforming to an order that he consult with Mr. Flannery for the purpose of determining the personnel requirements in the cafeterias, the Superintendent reported that 3 additional cafeteria helpers and 1 additional permanent part-time cashier are required and recommended that these positions be filled. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's report and recommendation.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to approve the following report received from the Superintendent relative to facilities for the Thorndike School and to adopt the recommendations contained therein:

The Superintendent recommends that the following steps be taken to provide programs suggested by the Thorndike School parents:

1. That the room presently used as a Teachers' Lounge be relocated and that this room be equipped as a Home Economics Room.

2. That a classroom program of arts and crafts be instituted to provide basic handicraft instruction for the boys. It is my feeling that the above suggestion will be more worthwhile than attempting to establish woodworking classes at East End House. The work area here is too small. There are low overhead exposed pipes. Entrance into and exit from the area present safety factors.

3. That the "book drop" program initiated by the school department will provide a sufficient number of books for classroom libraries and provide for regular and systematic rotation of volumes for school use. In addition negotiations are being conducted with the Library Department to determine whether the branch library near the Thorndike can be made available for use by the School Department during all or part of the days that schools are in session.

4. That facilities for a Science Laboratory with sufficient space and necessary utilities are not now available within the present structure. Even if space were available there would be a considerable delay before the room could be adequately equipped. Therefore the Superintendent recommends that the program presently in operation, classroom instruction, continue under the direction of the Science teacher assigned to the school.

5. That the basic Physical Education program conducted in all classrooms be Physical Education teachers continue; that outside activities, weather permitting, be engaged in on a reserved space on Thorndike Street, or at Thorndike Field. To provide the only very limited indoor space presently available during school hours, the Superintendent recommends that he be

authorized to negotiate with East End House for the hiring of their gymnasium on the days that the school department would require its use.

Edward A. Conley
Superintendent of Schools

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Mr. Good moved, seconded by Mr. Clinton, to adopt a motion presented by Mayor Sullivan at the meeting of October 7 that sufficient funds having been provided in the 1969 budget that the order of the School Committee adopted at the meeting of February 8, 1969 "to provide increases effective September 1, 1969 of 5% over and above the 5% increase for the employees covered by the contract between the custodians and the School Committee" be operative immediately. On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted that this motion be laid on the table.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation presented at the meeting of October 7 that the Superintendent be authorized to advertise a vacancy for the position of Doctor For Posture Correction and that the stipend for this position be $20.00 per hour and with total expenditure not to exceed $9,000 per year.

Awaiting report:

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to make part of the minutes the following reports relative to acquisition of property received from the City Manager:
On acquiring property known as Haru Gari Hall:

The City Manager intends to acquire this property. Presently the School Building appropriation is not sufficient to allow him to initiate the purchase. He will have to go back to the City Council for an additional appropriation for the three new schools and at that time he will include a sum sufficient for the acquisition of Haru Gari Hall.

On acquiring property now occupied by the Dodge Chemical Co. on Cambridge Street:

The Planning Board recently submitted to the City Manager a detailed report on this property. The City Manager will study the applicability of this area and the cost of its acquisition. He is presently reviewing the report and will send copies of the report to the School Committee prior to their next meeting.

It was voted to adopt a motion presented jointly by Mr. Duehay, Mr. Solomons and Mr. Wylie that the Superintendent be requested to review critically the present tracking system in the high school with a view towards eliminating the present system and its replacement by a more flexible individualized program studies and that he prepare his report on or before December 31, 1969.

Mr. Duehay, Mr. Solomons and Mr. Wylie jointly presented a motion that the Superintendent be requested to submit at the next meeting a progress report on the recruitment of candidates for appointment to the position of Assistant Director of Pupil Services for Special Education including a summary of advertising interviews and assistance by outside experts in finding qualified candidates. Mr. Fitzgerald moved, seconded by Mr. Clinton to place this motion on the table. On the following roll call it was voted to place this matter on the table. Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mayor Sullivan voting "Yea." Mr. Duehay, Mr. Solomons, Mr. Wylie voting "Nay."

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted that whereas within the past few weeks the entire Holy Cross football team was stricken with infectious hepatitis and reports widely circulated indicated that it was contacted from drinking bubblers such as are used in our public schools, it is therefore Ordered that the Department of Health and Hospitals be requested to immediately inspect all drinking water facilities in the Cambridge public school buildings in order to insure that all such bubblers are in sanitary and clean working order and that all such bubblers are equipped with proper safety guards in the interest of the health and safety of all Cambridge school children.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that the Superintendent, Deputy Superintendent and staff investigate the possibility of expanding the present Work School Program in order that more students may be enrolled; and further, that the Superintendent explore the possibility of obtaining federal and state funds to implement this program. The Superintendent's report shall be presented in time for consideration of the 1970 School Department budget.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted that the Traffic Director be requested to institute the necessary legal steps to restrict parking on Irving Street between Broadway and Cambridge Street to the staff of Rindge Technical School.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the Superintendent be instructed to include in the 1970 School Department budget a sum sufficient to cover the salary for the position of Textbook Control, said position presently waiting for report and recommendation from the Superintendent.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the Superintendent be requested to secure from Mr. Kozlowski and Mr. Colgan a joint plan of collaboration between their departments for maximizing the opportunities for students with both scholastic and athletic ability to secure athletic scholarships in college with a view to providing more opportunities for financially disadvantaged students to attend college.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of changing the date of the next regular meeting. On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted that the next regular meeting of the School Committee be held on Wednesday, November 5 instead of Tuesday, November 4, election day.

It was voted to convene in executive session.

The Secretary reported that at the last meeting Catherine Sullivan was appointed cafeteria helper but since then she has declined the appointment. The Secretary requested permission to appoint the next person on the list who has signified her intention of accepting this position. It was unanimously agreed that in addition to the next person on the list that three (3) additional cafeteria helpers be appointed to implement the recommendation of the Superintendent relative to personnel needed in the lunch room program as spread on the minutes of this meeting. On motion by Mr. Duehay, seconded by Mr. Good, it was voted, therefore, on the following roll call that persons listed below being the next persons on the certified list who have signified their intention of accepting the position, be appointed cafeteria helpers: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie voting "Yea."

Catherine P. Burke, 19 Tufts Street, Cambridge
Cecelia B. McCusker, 29 Newtowne Court, Cambridge
Julia M. West, 136 Hamilton Street, Cambridge
Idean C. Watson, 216 Green Street, Cambridge

A petition was received from Jeannette L. Duval, teacher at the Houghton School, requesting that she be granted leave of absence without loss of salary from September 30, 1969 through December, 1969 because she has been incapacitated by an accident and her accumulated sick time has been exhausted. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee be asked for an opinion as to whether or not this petition can be granted under the terms of the existing contract between the School Committee and the Cambridge Teachers' Association.

At the meeting of the School Committee held on October 7, a report from the Committee on Buildings and Grounds was presented and adopted. At that time it was agreed that certain items had not been included in the report. Therefore, the following is presented as an addenda to the report on Buildings and Grounds adopted at the meeting of October 7, 1969.

> "The Master of the Longfellow School reported that Mr. Henry Preston, acting senior custodian at the school, had refused when requested by the Master to eliminate a health hazard due to the accumulation of cardboard milk cartons, said hazard to be eliminated by burning empty milk cartons in the incinerator installed in the Longfellow School. The Master also reported that he had been informed by the custodians that effective immediately all custodians assigned to that building would return to their day shifts." It was unanimously voted that the Superintendent meet with Henry Preston, acting senior custodian at Longfellow School, for the purpose of pointing out to Mr. Preston the various serious violations of the School Committee's rules and policies which have taken place at the Longfellow School; and, further, that the School Committee is very seriously concerned about the job performance of the custodians assigned to the Longfellow School.

The Superintendent recommended that Daniel P. Foley, guidance counselor assigned to the Bureau of Pupil Services, be appointed Principal of the Cambridge Evening School Adult Basic Education Program at a stipend of $10.00 per hour effective October 23, 1969. The Superintendent further recommended that action be taken on this appointment at this meeting. On motion by Mr. Good, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of acting on the Superintendent's recommendation at this meeting. On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll call to adopt the Superintendent's recommendation that Daniel P. Foley be appointed Principal of Evening School Adult Basic Education Program at a stipend of $10.00 per hour effective October 23, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Sullivan voting "Yea." Mr. Wylie voting "Nay." The rules having again been suspended, a motion by Mr. Clinton, seconded by Mr. Good to reconsider the foregoing motion (hoping same would not prevail) failed of adoption.

The Superintendent presented the report of the Board of Examiners in the matter of the position of Coordinator of Social Studies and presented the following list in the order of placement:

1. Mr. Edward J. Brady
2. Mr. Arnold F. Lanni
3. Mr. John J. O'Brien
4. Mr. Anthony L. Bruno
5. Mr. Gordon R. Neisser

The Superintendent recommended that Mr. John J. O'Brien, being the first name on the examined list who has signified his willingness to accept this position, be appointed Coordinator of Social Studies at a salary of $14,200 per year effective November 1, 1969. The chairman ordered this recommendation laid on the calendar as required by the rules.

The chairman ordered placed on the calendar as required by the rules the Superintendent's recommendation that Johanne M. Deininger be appointed Curriculum Coordinator and Instructor Health Services Course at a salary of $7800 per year effective November 1, 1969; and that James J. Pastore be appointed a teacher in the Music Department at a stipend of $7200 per year effective November 1, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to reconvene in regular session.

On motion by Mr. Wylie, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted to adjourn.

ADJOURNED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

REGULAR MEETING Wednesday, November 5, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted that the minutes of meeting of October 21, 1969 be approved as presented.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on the calendar for executive session at the next regular meeting a report from the Planning Board relative to the acquisition of certain land and buildings as Recreation and Physical Education facilities for the Cambridge School Department.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to accept with pleasure an invitation extended by the Veterans' Day Committee to participate in the Veterans' Day observance on Tuesday, November 11, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the City Solicitor relating to extended sick days with pay for teachers.

October 27, 1969

Mr. Edward J. O'Connell
Secretary of the School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

You have asked in behalf of the School Committee whether the committee can grant to a teacher an extended sick leave with pay after the teacher has used all accumulated sick days.

It is my opinion that such extended sick leave with pay would be in violation of Article XVII of the contract between the School Committee and the Cambridge Teachers Association which provides that teachers shall be granted 13 days of sick leave in any one year. There is no provision in the contract which empowers the School Committee to vary this time.

Article XXXI of the contract provides that the agreement does not derogate from the powers, rights or duties possessed by the School Committee except where the contract specifically changes such right, power, duty, rule or policy of the committee. The School Committee, of course, has the power — absent a collective bargaining agreement — to establish terms of the employment of teachers, including sick leave. Article XVII has specifically made sick leave a matter of contract and thus has removed it from the power of the School Committee under Article XXXI.

Article XVII establishes a maximum number of days per year for sick leave. Clearly, if the committee reduced the number of days available for a particular teacher, that would be a violation of the contract as well as discrimination against a specific teacher. To grant a specific teacher sick leave in excess of the number fixed by the contract would equally be a violation of the contract, as well as a violation of the contract, as well as discrimination against all other teachers.

Very truly yours,

Philip M. Cronin
City Solicitor

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll call that in addition to sums previously appropriated, the following amounts be and hereby are appropriated:

Schedule	B-1	Printing and Binding	$3,500.00
	B-3	Advertising and Posting	1,000.00
	D-5	Medical Supplies	200.00
	D-9	Educational and Recreational	5,000.00
	F-14	Audio Visual	2,000.00
		TOTAL	$11,700.00

— said sum of $11,700 to be provided by transfer from Schedule A-2 Temporary Employees: Mr. Clinton, Mr. Duehay, Mr .Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

SUPERINTENDENT OF SCHOOLS REPORTS AND RECOMMENDATIONS

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept the resignation of Mrs. Judith Higley, teacher at Fitzgerald School, effective October 31, 1969.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted that the students of Senior Art Departments of both high schools be granted permission to participate on a voluntary basis in a Holiday Safety Poster contest being conducted by the Fire Prevention Council of Boston.

The Superintendent reported the marriage of Kathleen M. Dalton, teacher at Rindge Technical School, to John J. Nannicelli and her name will now appear on our records as Kathleen M. Nannicelli.

The Superintendent reported that Mr. J. Robert Eddy, who had been approved as a member of the Board of Examiners to conduct an examination for the position of Assistant Director of Physical Education, had asked to be relieved of this assignment because of unexpected involvements in his position at the Brookline Public Schools. The Superintendent therefore recommended that Mr. Warren L. Houston, Supervisor of Health and Physical Education in Newton Public Schools, be appointed to fill this vacancy. On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to approve a recommendation of the Superintendent that the Cambridge School Committee approve the Carol Hall School, 40 Concord Avenue, Cambridge as a school for children who are emotionally disturbed and in need of special schooling.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to place on the calendar the following report received from the Director of Music and that Mr. James W. Anderson, Director of Music, be invited to attend the next meeting to discuss this report.

July 11, 1969

Mr. Edward Conley
Superintendent of Schools
Cambridge, Massachusetts

My Dear Mr. Conley:

This is the letter you requested in answer to the one you received from the Cambridge Council of P.T.A.'s concerning the instrumental Music Department of the Cambridge Public Schools.

The questions asked in the letter have been under consideration by the Music Director for a long time. It was his purpose to write a report concerning most of them and to make suggestions about their possible solutions in the future. The answers to these problems are not simplistic in solution and require a great deal of expertise in the Music Education field. I am, therefore, for your information, going to write a short history of the Instrumental Department concerning the developments and problems during my Directorship and my plans for its future development which I am sure will meet the Cambridge Council of P.T.A.'s satisfaction and yours.

The present organizational set-up of the Instrumental Department of the Cambridge Public Schools has been developed after a great deal of experimentation over a sixteen-year period. Briefly, at the beginning of this era, an Instrumental Department did not exist in the elementary schools. The high school Instrumental programs were meager in membership and depended on students who had taken lessons elsewhere during their early school years. In Rindge, for example, the band and instrumental students almost all came from the Saint Francis of Assissi Band from East Cambridge, which was parent sponsored as a private organization completely outside of the school system. The majority of these students always came to Rindge, and a few to Cambridge High and Latin School. This group of parents, however, during this period stopped recruiting students for music lessons for some reason and, as a result, the instrumental program at Rindge ended completely in three years after my arrival in Cambridge.

At Cambridge High and Latin School a few bright students were recruited each year before my arrival and taught to play instruments to make up a small group in this building of ten or twelve boys and girls. I might add that at times these few students were picked by the music teacher and taught instrumental music during the eighth grade school year and the summer previous to entering C.H.L.S. The Rindge group and C.H.L.S. group combined to play the high school graduation programs and did a couple of assembly programs during the year, and that was the total extent of their activities.

After a thorough study of the Music Department problems, I went before the Cambridge School Committee and asked if I could organize the instrumental program to develop, first of all, an excellent band in C.H.L.S. which would be made up of elementary and high school students. I prepared to achieve this by establishing two systems of instrumental instruction in the elementary and high schools — one for a fast developmental program and one for a long-range program. At the same time I asked for and received permission from the School Committee to have Tuesday night rehearsals at

C.H.L.S. which would extend down to the fifth grade, in the elementary schools. The quick developmental program was taught by the Music Director. Students were recruited in the elementary schools and high schools and were taught in classes at C.H.L.S. As soon as they had learned the rudiments of their instruments they came to C.H.L.S. on Tuesday evenings for band rehearsals. The very first students for this activity were recruited by the present Superintendent of Schools and the Music Director at the Agassiz School and they became the nucleus of this program. Do you remember, Mr. Conley, that they came to C.H.L.S. three or four afternoons a week and were instructed by me in classes of instrumental music? Mr. Fougere, Mr. D'Arcy and Mr. Hockman, along with other masters, helped the Music Director recruit classes in their respective buildings for this program. The Music Director recruited them at the high school.

Meanwhile, during the next year, I developed, with the aid of the teachers and masters, a set of rules satisfactory to them, regulating the individual lesson plans in school time for our long-range program, which was to consist of individual private lessons paid for by the students.

I then recruited professional musicians to teach these individual lessons during school time, and also ran demonstrations of instruments by private companies, through which a student could rent an instrument and then buy it after three months' trial if he liked it and was successful on it. Degree holding instrumental teachers for our purposes did not exist at this time. Needless to say, both programs flowered in the space of a couple of years. Eventually I had ten instructors working both part time and full time. The elementary students had to be dropped from the high school instrumental program because the band now had a large membership. We started orchestras where needed for these people in some of the elementary schools. The program of individual lessons grew larger and larger for about ten years in the more affluent areas of the city. However, some schools were without orchestras and were without instrumental players because parents could not afford to pay for instruments and lessons. Meanwhile, I continued to give class lessons in the high school and some elementary schools.

During the later period of this time, instrumental programs started to grow in the suburban communities. There were not enough professional teachers to handle such programs. They manned them by hiring their teachers from us, by paying large hourly fees. This problem started to create chaos for me because instrumental teachers were very scarce and could not be hired for the small fees the children paid for their lessons in our school system. I knew that we had to change from using professional, non-degree people to degree-holding instrumental teachers (conservatories and colleges had just started to graduate a few of these specialists), as regular faculty members. I knew that such a program would have to be taught in classes and not individually in order to make it financially feasible for the city. Also, instruments would have to be supplied if it was to be possible for some children in every school building to study instrumental music, and definite rules and regulations must be made by the Director, masters and teachers to structure this program for the pupil and classroom teacher. I knew that such a plan must have the sanction of the teachers and masters (the teachers and masters had grown to accept the individual lesson instrumental program as an integral part of the school system during the previous decade). After interviewing dozens of teachers and masters of each building I found them agreeable to accepting class lessons, based on a structured code of rules for the student, teacher and school system, which was developed by them and the school administration.

I went before the School Committee four years ago with complete plans for class lesson instruction, purchase of instruments and supplies, for a school-supported instrumental program based on the following rules:

1. The teacher would control the program in her room. She would suggest students that were working up to the full level of their individual abilities and not on an IQ basis.
2. Students would have to drop the program if they started to have trouble with basic subjects and the teachers and masters felt that the time for instrumental lessons was interfering with the student's classroom work.
3. The student to be considered for an instrument must have at least average auditory capacities, a fair sense of pitch, average rhythmic abilities, and the physical capacities needed for each instrument. For example, people with thick lips cannot play a French horn very easily, but can play trombones. However, if this person has a poor sense of pitch he will never play the trombone very well.
4. The Music Department could ask the student to leave the program after three warnings, first to the student and then two to his parents if he failed to practice and did not come to orchestra rehearsal, or if he wilfully damaged the school instrument.

The plans and rules were unanimously adopted by the School Committee.

There are about 500 elementary students in the school system studying on regular music instruments, and 200 who are in the pre-instrumental program. It is the Music Director's candid opinion that class lessons, taught in school time in the Instrumental Department, cannot grow in the elementary schools in Cambridge beyond 700 students. To go beyond this figure will result in classroom confusion and the teachers and masters would have to get rid of the program. The program we now operate fits into the school system without disrupting it by upsetting the teachers by the constant movement of students in and out of her classroom.

I do believe that many more children should have a chance for instrumental instruction after school (before school does not work for most students). These after school lessons would be for students who do not meet the requirements of the school rules for instrumental lessons in school time. However, this program cannot operate on a come-all basis in its early years. It must be structured and a portion of it added to the school system program each year. I have experimented with the come-all program three times in my career and each time the results followed definite patterns. Great numbers of students appeared and took the instruments of their choice and 80% gave the program up in about four weeks, or at most two months. Why did they give up the instrumental program? First they picked instruments ill suited to them and their aptitudes; second, they would not practice; third, they were doing poorly in school work and were having the same problems with music study because music demands the same abilities and disciplines as their regular school subjects. Finally, their parents did not care whether they studied music or not. These problems could be tolerated by a very large program which we could have in a few years, but not at this stage of development.

Furthermore, we do not, in our school system, have enough instruments to sponsor such a program; and if we did, who would do the clerical work, contact work and lesson scheduling for such a program? If we chose children by lot, what would teachers do with such heterogenous groups of people?

It all comes to this: In the beginnings of a large program, there have to be minimum requirements for students in instrumental music in order for the school to organize a program that has educational sense, and be structured so that the students can be reasonably successful. After we reach a large number of students we can group them easily into various homogeneous classes that are democratic in essence and have few requirements, if any, for acceptance in the program. In theory, the school system could answer the problems stated in previous paragraphs by giving instrumental lessons to every student on his chosen instrument by private lessons in school time and after school, which would cost eight to ten dollars an hour per two pupils if two half-hour lessons were given to them. The department would also require the services of a person who would constantly be seeking new students to fill the places of drop-outs and would also involve the employment of a large faculty that would be impossible to find. This type of program, in the last analysis, would be financially prohibitive for the city to support.

I believe the only way to handle this problem to the satisfaction of all is to offer so many scholarships in each building for students unable to study in school time, in the next few years. The students accepted for the program would be taught in classes by degree teachers at C.H.L.S. The classes would be offered from 2:45 to 5:30 P.M. on Wednesday for the first year or two, and then, as more students come into the program, to other days of the week, preferably in the students' own elementary school if there were enough students to make such a program practical. Money would have to be appropriated at the rate of $8.50 an hour for faculty members and a full-time secretary appointed for the use of the Music Department and a budget for purchasing new instruments and supplies each year. Eventually, in a period of a few years, almost all students who desired to play an instrument would have an opportunity to do so in a well organized and structured department.

I agree in principle with the Council of P.T.A.'s that our program should be democratic in nature and for all students. I believe that, in this letter, I have shown the only sensible way that we can travel to that goal. I have discovered the pathways to it by hard work and a great deal of experimentation.

Sincerely yours,

James W. Anderson
Director of Music Education

The Superintendent presented the following report on a site for a new Fletcher School and requested that this matter be held in abeyance until further reports are received later in the meeting.

> The Superintendent has been investigating and will continue to investigate the situation as to the Fletcher School.
>
> A complete inventory of the projected public school population in the general area served by the Fletcher is nearing completion by the Cambridge Planning Board.
>
> These will provide the Superintendent and the School Committee with the information necessary to determine the number of classrooms which will be needed to serve the children of this area adequately and, in turn, indicate the amount of space which will be required.

A request from the City Manager in a separate communication concerns itself with the financing of a building survey of some of our present schools, including the Fletcher.

With these two reports, which are planned for completion within the next two months, the Superintendent and the School Committee will have much more of the factual information needed for a reply to this order of the School Committee.

The Superintendent requests the approval of the School Committee to consider this an interim report to which will be added a more definite recommendation at a later date.

Edward A. Conley
Superintendent of Schools

The Superintendent reported that the newly constructed housing project located on Rindge Avenue will be opened for occupancy within the next month or so and that a study has determined that approximately 54 youngsters will be eligible to attend school in the already overcrowded M. E. Fitzgerald School, and therefore recommended that he be authorized to arrange for busing of students from this new project to either the Lincoln or Agassiz Schools at an approximate cost of $1,000. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll call to adopt the Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Sullivan and Mr. Wylie voting "Yea."

The Superintendent presented the following report on the progress on the school building study:

October 30, 1969

Edward A. Conley, Superintendent
Cambridge Public Schools
Cambridge, Massachusetts

Dear Mr. Conley:

The following will confirm our recent discussion with City Manager Sullivan relative to the need for hiring an architect to assist the Planning Board staff with the School Building Study we are now conducting.

Progress on the School Building Study:

With the fine cooperation of the School Department central office staff and the masters of each elementary school, work on the School Building Study has progressed fairly well. As I mentioned yesterday we have been delayed somewhat by problems with the computer we are using to determine the distribution of recorded births by city block and school district — a big undertaking which was started in July. We expect to have the results from the computer next week and then will be able to make the projections of public school enrollments and total public-parochial-private enrollments by individual school districts.

We have just completed a listing of the number and size of all classrooms, specialized facilities, and recreational areas for all the public elementary schools. A schematic drawing of each building has been prepared, which indicates the actual use of each space in the building, and whether or not that use is the intended use or is an appropriate one.

The School Department has provided us with a set of educational standards (number of rooms, special facilities) with which each school, regardless of age, should comply in order to have the facilities for an educational program comparable to the newer elementary schools. By comparing this set of educational standards with the listing cited above, one can readily determine what facilities are not available at a given school — from science rooms to libraries to cafeterias — as well as what spaces are not being appropriately used. An example of inappropriate use would be a guidance room used as a makeshift science lab.

The next step, which we will complete when the results are back from the computer, will be to project anticipated enrollment in public schools and anticipated enrollment in all public-parochial-private schools for each individual school district and for combinations of districts. These projections will take into account those agonizing variables of the future of parochial schools, new housing developments, and the out-migration of families with school-aged children.

The step following that is to match the available space with the projected enrollment. This matching process will give rise to a series of alternate solutions to the problems of where to house the school children assuming a goal that all children will soon have the opportunity to learn in equivalent physical facilities, in accordance with the educational standards you have set forth.

At that point we will report to you and to the School Committee on the principal alternatives available to realize a school physical plant in which all buildings comply with your educational standards. Then the School Committee and school officials can deliberate on the alternatives and select the building program that meets their needs. I anticipate the report outlining the alternatives will be completed before the end of December.

Need for Architectural Assistance:

The Cambridge School building program may have passed the stage of only new construction and may now be ready for the systematic modernization of existing "middle-aged" school buildings as well as new construction. In entering such a stage, there are two important factors that must be considered. The first is how much would it cost to make the existing structure an adequate and functional building without making any major alterations or additions. The second factor is how much would it cost to take the existing shell and remodel it, or add to it, to make it conform to the full range of educational standards set by the School Department.

With respect to existing school buildings, the series of alternatives outlined above, which is key to the development of a school building modernization program without architectural analysis, can have two major deficiencies; 1) we would know only the sizes of the spaces in the buildings and would know little about the quality of that space for educational purposes, or of the steps needed to make it comply with educational standards, and 2) we would have no idea of the cost of making the space acceptable.

Specialized architectural assistance is essential to provide cost estimates of the following:

1. **Major Maintenance:** An estimate of the cost of modernizing a building, making it useful for another 20-30-40 years, but not making any major architectural alterations. Utilizing the existing shell, can the life of the build-

ing be extended, or is the building in such bad shape that it is not worth the expense. Major maintenance might include work on the roof; re-pointing of masonry; work on the electrical, plumbing, or heating systems, acoustical treatment; work on floors-walls-ceilings, windows, etc.

2. **Major Alterations:** An estimate of the cost of modernizing a building and in addition remodeling it so that it conforms to the educational standards prescribed by the School Committee. This would include internal alterations and/or external additions, so that facilities such as a science room, a home economics room, or a gymnasium would be provided where they are not now available.

The analysis of major maintenance requirements should be separated from and precede that of major alterations. Before assuming that a particular building should have a cafeteria, library, science lab and health suite, for instance, we should know the building has some useful life remaining and is not in need of such major maintenance that it should be abandoned.

Knowledge of costs from both analyses is necessary to propose alternatives such as partial redistricting and retaining, phasing out, or adding to a particular school. Further, these cost estimates should be compared to the cost of new construction and the various federal-state grants. I want to emphasize there is no preconceived idea on our part that any school building should be altered, redistricted or phased out, nor is there a bias in favor of either new construction or remodelling. We merely want to have additional data so that the alternatives proposed will be more realistic as to cost and architectural feasibility.

The following elementary schools should be included in a detailed architectural analysis:

Webster
Longfellow
Roberts
Agassiz
Gore Street
Lincoln
Fletcher
Haggerty

You will note that Cambridge High and Latin School and Rindge Technical are not included in the list of those to be analyzed. I think those two schools should have a separate architectural analysis with particular attention to secondary school curricula and the concept of a campus high school plan.

Expenditure for Architectural Analysis:

Assuming the cost of architectural analysis at an average of $2,500 per school, I estimate $20,000 would be required for the eight buildings. I do not know if there is precedent for this kind of expenditure in a city-wide school building study, but I think the amount of money is insignificant compared to the total capital costs of construction. We are now spending over $15,000,000 on three new schools; completion of the Cambridge school building program could easily exceed another $10,000,000. It seems only prudent and rational to spend about $20,000, which is 2/10 of 1% of $10,000,000 to make more informed decisions and to avoid making expensive mistakes in the years ahead.

Based on our discussions with City Manager Sullivan yesterday, I understand that if the School Committee agrees with this proposed expenditure, he will request the City Council to transfer funds from a School Department account to a Planning Board account. As I mentioned yesterday I think the School Building Study will be incomplete without this architectural analysis.

If funds are not available now, I would seek funds in the 1970 budget and would recommend deferring completion of the report until the Spring of 1970.

Sincerely yours,

/s/Robert A. Bowyer
Planning Director

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted on the following roll call, the sum of $20,000 be transferred from Revolving Account PL-874 to the City Manager's budget for the purpose of engaging an architect to make a detailed study of our older school buildings which could be renovated to provide up-to-date, modern school facilities and to determine which of the said buildings would not be amenable to modernization, all in accord with the report of the Planning Board under date of October 30, 1969. Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the Superintendent of Schools be authorized to proceed as rapidly as possible with a study of the secondary schools similar to that being conducted in the elementary schools by the Planning Board, starting with educational facilities; and, further, that the Superintendent inform the Planning Board that the School Committee is equally interested in the secondary plans as they are in elementary study plans.

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Red Cross Youth City-Wide Council be granted permission to conduct a bloodmobile for voluntary participation by students of the Cambridge high schools on January 10, 1970 to be held at a public school to be designated at a later date.

The Superintendent presented a detailed final report on the After School Centers Project for the summer 1969 and the winter 1968-1969.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to express to Mr. Alan H. Haas, Assistant Director of the Harvard T.T.T. Project, the School Committee's appreciation for his cooperation in this project and especially for his generous offer of courtesy courses to the personnel involved.

UNFINISHED BUSINESS

Calendar:

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to refer to executive session the Superintendent's recommendation presented at the meeting of October 21 that John J. O'Brien, being the first name on the examined list who has signified his willingness to accept the position, be appointed Coordinator of Social Studies at a salary of $14,200 per year effective November 1, 1969.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Superintendent's recommendation presented at the meeting of October 21, 1969 that Johanne M. Deininger be appointed Curriculum Coordinator and Instructor, Health Services Course at $7800 per year, effective November 1, 1969; and that James P. Pastore be appointed a teacher in the Music Department at a stipend of $7200 per year effective November 1, 1969: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea."

NEW BUSINESS

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that: WHEREAS, on Saturday, November 1, 1969, the First Holiness Church of Cambridge held an appreciation service in honor of Mr. Cleland S. Haywood, Missionary for the First Holiness Church, and, WHEREAS, Mr. Haywood has for many years been a valued and efficient employee of the Cambridge School Department, assigned as custodian at the Harrington School, therefore, be it RESOLVED: That the Cambridge School Committee extend its sincere best wishes and congratulations for the honor bestowed on Mr. Haywood by his parishioners and that a copy of this resolution be forwarded to Mr. Haywood and to the Pastor of the First Holiness Church.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the Superintendent investigate the possibility of providing hot lunch facilities at the Agassiz, Fletcher, Haggerty and Webster Schools and report to the School Committee prior to the preparation of the 1970 School Department budget.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll call to adopt a recommendation of the Director of Physical Education and Athletics that the position of second assistant hockey coach be established at High and Latin School: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Sullivan voting "Yea." Mr. Wylie voting "Nay."

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in executive sessions.

Question came on a grievance filed under Step 3 of the custodian's contract by Mr. Domingos Barboza, junior building custodian at the High and Latin School. The Deputy Superintendent of Schools notified the School Committee that this same grievance has been satisfactorily adjusted under Step 2 of the grievance procedure.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the following persons be appointed to serve as a Board of Examiners to interview candidates for the position of Administrative Assistant in Charge of Data Processing:

D. Peter Wahl, Director of Computer Operations
Westinghouse Learning Corp.

William T. Gibbs, Assistant Superintendent
Supervision of Data Processing

Fay Gertrude King, Director of Special Services
Belmont Public Schools

On motion by Mr. Fitzgerald, seconded by Mr. Wylie, it was voted that the School Committee herewith approve the site of the land and buildings now occupied by the Dodge Chemical Company for educational purposes, all in accordance with a report received from the Planning Board under date of October 8, 1969.

Conforming to an order of the School Committee, the Superintendent reported that he had conferred with Mr. Henry Preston, acting senior custodian, relative to a report that custodians assigned to the Longfellow School were not working their regular shift and that used milk cartons were not being burned in the incinerator. Mr. Preston has informed the Superintendent that custodians are working the shifts assigned to them and that the milk cartons are being burned as directed.

The Superintendent recommended that a letter of praise and appreciation be forwarded to Mr. Bernard J. Flannery, Supervisor of Cafeterias, for the services he rendered to those police officers assigned to the recent disturbances at M.I.T. and who were housed and fed at the Harrington School.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the Superintendent's recommendation "that John J. O'Brien, being the first name on the examined list who has signified his willingness to accept the position, be appointed Coordinator of Social Studies at a salary of $14,200 per year effective November 1, 1969" as presented at the meeting of October 21, 1969, be referred back to the Superintendent as required by the rules of the Cambridge School Committee.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted to place on the table the evaluation report of the High and Latin School as prepared by the visiting committee on public secondary schools, New England Association of Colleges and Secondary Schools.

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted to ratify and approve the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to adjourn.

ADJOURNED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

REGULAR MEETING November 18, 1969

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the minutes of the meeting of November 5 as presented.

On motion by Mr. Fitzgerald, seconded by Mr. Clinton, it was voted on the following roll call to approve Assistant Superintendent Murphy's recommendation that the following transfer of funds be approved: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

That in addition to sums previously appropriated, the following amounts be appropriated to the codes indicated:

A-2	Temporary Employees	$ 50,000.00
B-10	Rental	3,300.00
D-8	Cleaning Supplies	1,000.00
F-13	Labor Materials Buildings	49,600.00
		$103,900.00

— said sums to be provided by transferring from the following accounts:

A-1	Permanent Employees	$ 50,000.00
B-44	Travel Outside State	1,900.00
F-18	School TV Fees	900.00
G-4	Motor Vehicles	1,500.00
G-12	Satellite Lunch Program	49,600.00
		$103,900.00

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the records the following communication from the Teachers Retirement Board:

DEPARTMENT OF EDUCATION
TEACHERS' RETIREMENT BOARD

November 12, 1969

Mr. Edward J. O'Connell
1700 Cambridge Street
Cambridge, Massachusetts

Dear Sir:

We acknowledge receipt of your letter dated November 3, 1969, in which you informed this office that at a meeting held on October 21, 1969, the Cambridge School Committee voted to request the Teachers' Retirement Board for permission to continue the employment of Miss Ethel L. McLaughlin through the end of the school year in June, 1970.

In accordance with the provisions of Chapter 348 of the Acts of 1954 she may be so employed.

Very truly yours,

Joseph B. Carroll
Executive Secretary

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to refer to the 1970 budget a communication from LaMarche Trucking Co. requesting an increase in the hourly rate rental of their truck and driver.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted that a communication from the Neal Mitchell Associates be placed on the calendar and that a representative from the Neal Mitchell Associates be invited to be present at the next meeting of the School Committee for the purpose of discussing the matter of having students participate in their training program.

SUPERINTENDENT OF SCHOOLS REPORTS AND RECOMMENDATIONS

The Superintendent presented the resignations of Leo J. Jennings, teacher at Rindge Technical School for twenty-five years, effective December 31, 1969; and of Charles J. McCann, teacher at Rindge Technical School for twenty years, effective December 31, 1969. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to accept the recommendations and to convey to the retired teachers the School Committee's appreciation for their long years of faithful and efficient service.

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted to adopt the Superintendent's recommendation that Richard T. Colgan, Assistant Director of the Bureau of Pupil Services, be granted leave of absence without loss of salary from March 23 to March 26, 1970 for the purpose of attending the American Personnel and Guidance Association Convention in New Orleans, Louisiana.

The following report was received from the Health Department relative to drinking water facilities in the public schools and it was voted on motion by Mr. Good, seconded by Mr. Duehay to refer the matter to the Committee on Buildings and Grounds.

To: Mr. Edward A. Conley, Superintendent, School Department
From: F. E. Smith, Health Department

Reference the School Committee memo of October 21, 1969, concerning drinking bubblers in the schools, the annual inspection by the Health Department found unsatisfactory bubblers in the following schools:

Lincoln
Rindge
Latin
Roberts
Fletcher
Agassiz
Putnam

Unsatisfactory bubblers were so classified either by faulty construction or low water pressure, in either case permitting the lips of the drinker to come in actual contact with the bubbler.

Yours truly,

F. E. Smith

Conforming to an order that he review critically the present tracking system in the high schools with a view towards eliminating the present system and its replacement by a more flexible individualized program studies, the Superintendent prepared the following report and on motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place this report on the calendar:

The Cambridge School Department is aware of the difficult task facing students and their families in choosing realistic goals and the educational path to these goals. We are also aware of the great variety of abilities among individual students.

The Superintendent is in agreement with the basic educational philosophy of this order of the School Committee. In the early spring of 1969 he took the initial step in restructuring the information in the brochures that were given to and the course request that were provided for all eighth grade pupils in Cambridge Schools. This material was discussed individually with the pupils by the Guidance Counselors. Whenever necessary parents were involved in the course selection procedures.

A copy of the Pupil Course Request Slip format is attached for your information.

If by tracking, the term used in the order, is meant that pupils must take exclusively a college preparatory course, a business course, a specific technical course, or any course with the final determination resting with personnel in the School Department such is not, nor has it been, the policy.

If by tracking is meant that on the basis of tests, academic achievement, and the teacher recommendations, personnel in the School Department do provide guidance to pupils and parents in the selection of subjects, this has been and continues to be our policy. Particularly is this true at grade eight level where the final decisions as to the subject in which a pupil will enroll in grade nine and continues to be that of the parent.

The policy on changes of subjects or levels within a subject is for the Guidance Counselors in cooperation with the subject teacher and the department head to consider all relevant factors, to discuss these with the individual pupils and then to contact the parent before a final decision is made.

The overall basic considerations are to tailor the subjects to the ability of the individual student and to the goal of the student upon graduation — subject always to the decision of the parent as to the final choice.

Until requirements for admission to college become more flexible, there will be the necessity for some tracking for those whose goal after graduation from secondary school is college.

As the School Committee is aware, considerable progress has been made in making available to all secondary students, those registered at Cambridge High and Latin School and those registered at Rindge Technical School, courses offered at either of the two schools.

The Superintendent will continue to recommend changes in subjects presently scheduled; to introduce new subjects; and to implement the program further by emphasizing to all Administrators, Teachers and Parents his policy on subject choice at the high school level.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Clinton, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Barbara Finlayson, teacher in Home Economics at High and Latin School, be granted leave of absence without stipend, from January 10 to January 30, 1970 for the purpose of visiting various English school systems for a comparative study under the direction of the School of Education of American International College.

Conforming to an order that he secure from Mr. Kozlowsky and Mr. Colgan a joint plan of collaboration between their departments for maximizing the opportunities for students with both scholastic and athletic ability to secure athletic scholarships, the Superintendent prepared the following report and on motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to place this report on the calendar.

Bureau of Pupil Services
High and Latin Building

November 17, 1969

Mr. Edward A. Conley
Superintendent of Schools
Cambridge School Department
1700 Cambridge Street
Cambridge, Mass. 02138

Dear Mr. Conley:

In compliance with the school committee order to prepare a program "for maximizing the opportunities for students with both scholastic and academic ability to secure athletic scholarships in college," the following is respectfully submitted by Mr. Joseph A. Kozlowsky, Director of Physical Education and myself.

Mr. Kozlowsky and I met on several occasions, the most recent being November 14th, to discuss and formulate procedures designed, and mutually agreed upon, to be most successful to obtain either athletic or grant-in-aid scholarships from the nation's colleges. Broadly, these procedures are:

1. The identification by the head coaches of all varsity sports at Cambridge High and Latin School and Rindge Technical School of those youth with marked athletic and academic ability, and in particular, those youth who may not have considered education beyond high school.

2. The determination by the student's school counselor of their interest in pursuing college work, and the encouragement, on the part of their counselor, to pursue college work for those who had not considered it.

3. The exposure of those athletically talented youth to the nation's colleges via: (a) having each athlete, in cooperation with his varsity coach and school counselor, prepare a resume citing both athletic and academic accomplishments, and (b) submitting annually the resume to the office of the Director of Athletics of the designated colleges. Thus, each college will be furnished with a completed athletic and academic profile in order to obtain either athletic or grant-in-aid scholarships.

Both Mr. Kozlowsky and I wish to advise that, as the periodic preparation and mailing of such resumes to perhaps hundreds of colleges and universities may result in the need of additional personnel or funds essential to the effective coordination of the program, such provisions as may be needed should be anticipated when the annual budget is next prepared.

Respectfully,

Richard T. Colgan
Assistant Director, Pupil Services

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to place on the calendar the following progress report from Mrs. Elizabeth Boyce, Director of Social Studies.

TO: Mr. Edward A. Conley, Superintendent of Schools

FROM: Mrs. Elizabeth Boyce, Director of Social Studies

RE: Progress Report No. 1 — Human Relations In-Service Program.

At your request I have contacted Social Dynamics to obtain information regarding dates of Human Relations Workshops given by Social Dynamics at 335 Newbury Street, Boston, Massachusetts.

We can send three teachers to these regularly scheduled Workshops at a cost of One Hundred ($100.00) Dollars registration fee, plus Twenty-four ($24.00) Dollars per day substitute salary and Fifteen ($15.00) Dollars food allowance for four meals or for a total of One Hundred Eighty-seven ($187.00) Dollars per teacher trained.

The first date appropriate for our teachers is a Workshop in Basic Skills in Human Relations to be held December 3-6, 1969.

Future dates which we could utilize for this program are:
- January 14-16, 1970
- March 6-8, 1970
- May (to be announced)
- June (to be announced)

Workshops in Change Agentry and Growth will be given:
- January 23-25, 1970
- March 11-13, 1970
- May (to be announced)

THE RATIONALE

The need for humanizing education is urgent. Training teachers in the field of human relations will function to bring about greater understanding in the classroom and more tolerance of difference.

Exposure to the field of human relations has not been a regular part of the plan of teacher training. In order to compensate for this deficiency Cambridge School Department administrators must make intergroup experiences available to their staff.

Intergroup understanding and acceptance do not "just happen." Children, like anyone else, do not just naturally like other children. Children can and do learn a great deal about other people, and much of their learning does not necessarily lead to liking and trust. The deliberate education of the child about himself and others is the province of the educator and cannot be left to chance.[1]

In the November 15, 1969 Article of Saturday Review Max Birnbaum lists the following points in defense of human relations training for teachers.

"Despite all the possible pitfalls, however, it is necessary today to recognize the affective aspect of the educational process, and to train both teachers and administrators for mastery of the area."[2]

Addressing himself to student unrest of today Birnbaum says

. . . the latter strikes directly at the heart of student-teacher and student-administrator relationships that have endured with only minor modifications since the turn of the century. These relationships, which determine who makes significant decisions within the schools, may in the long run prove the most troublesome, but also the most decisive stimulus for change.

Schools, after all, have long been one of the most hierarchically organized institutions in our society — only the Army and the quasi-military police are more authority-centered. To effect a significant change in the nature of the school and classroom authority, then is a problem of the first magnitude involving both organizational and human change.[3]

When speaking of the need to humanize education Birnbaum says,

First in all areas of increasing tension and alienation, both teachers and administrators must develop more fully the qualities of empathy and human objectivity — the essential hallmarks of the helping professions. . . .

Second, training in the affective area can help to reduce attitudinal blocks and group resistance to needed educational change. . . .

Third, human relations training can make it easier for school personnel to "hang-loose" during these revolutionary changes in teacher-student relationships so that both they and their students can survive. . . . This capacity for dealing effectively with other humans individually or in groups that, for want of a more precise term, is called social intelligence has largely been ignored, or taken for granted as the schools have focused on stimulating and rewarding cognitive learning. But as the abrasion of human existence increased in our crowded world, it can no longer be ignored. . . .

Finally, appropriate human relations training should begin to equip teachers with a new teaching technology that is based on a learning group of peers, in contrast to the traditional classroom with the teacher as an authority figure and the students as a group of charges. . . .

The ability to make a classroom into a learning group where peers share in teaching-learning transaction holds the greatest promise for overcoming the all too familiar pattern-in the suburbs as well as the inner city - of sullen and disaffected children mobilizing to impede the educational process.[4]

Gregory Anrig, Assistant to James E. Allen, Jr. says "We cannot afford to underestimate the psychological brutality and irrelevance of life in many of our nations schools."

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[1] Kvaraceus, W. C. **Poverty Education and Race Relations.** Article by Grambs, Jean D. ',Methods and Materials in Intergroup Education." Boston: Allyn and Bacon, 1967 P. 140.

[2] Birnbaum, Max. "Sense and Nonsense about Sensitivity Training." **Saturday Review of Literature** (November 15, 1969 P. 96.).

[3] Ibid, 97

[4] Ibid, 98

THE APPROACH

1. To train Cambridge teachers in intergroup and human relations in the Cambridge School Department over a three year period.

2. To assign our teachers to workshops conducted by Social Dynamics of Boston, a professionally trained and staffed organization working in the area of human relations.

3. To avoid decimating the system by removing 10 or 20 teachers at a time by making arrangements to send Cambridge teachers to Workshops given by Social Dynamics in groups of no more than three. It is advised that these groups not contain teachers from the same school. It is suggested that this program begin in December of 1969 and run for a three year period.

4. It is further suggested that two groups of 10 teachers each be recruited to attend two separate human relations Workshops to be given the first two weeks of July, 1970, July, 1971 and July, 1972.

5. It is suggested that this training design continue through June, 1972. This should enable Cambridge to train thirty-five teachers each year.

EVALUATION

Constant feedback should be gathered from teachers as they return from the Workshops. When possible their expressed unmet needs should be fulfilled with other supplementary experiences. Changes in the training design should occur to meet the needs of Cambridge teachers when required or indicated by the teachers or administrators.

It was voted on motion by Mr. Duehay, seconded by Mr. Solomons to adopt the Superintendent's recommendation that "Edward Conley, Superintendent of Schools, be designed to act for and on behalf of the School Committee of the City of Cambridge for the purpose of Public Law 8910 TITLE I.

On motion by Mr. Wylie, seconded by Mr. Duehay, it was voted to place on the calendar a report on guidelines for recruiting of teachers as formulated by the staff Board of Examiners as presented and made part of the minutes at the meeting of October 21, 1969.

REPORTS OF COMMITTEES

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to approve the following report of the Committee on Buildings and Grounds and adopt the recommendations contained therein:

Committee on Buildings and Grounds **November 17, 1969**

Present: Mr. Clinton, Chairman — Mr. Duehay — Mr. Fitzgerald

Communications were received from the Master of the Agassiz School and from the Director of the Community Schools relative to the condition of the Agassiz School after the Community School program had conducted a block party. It was voted to recommend that Asst. Supt. Balfe meet with the Director of Community Schools, the Coordinator of the Agazziz School Community School Program and the Master of the Agassic School and go over these matters thoroughly and submit a report to the Committee on Buildings and Grounds.

It was voted to recommend that the Chief Custodian be instructed to have latches installed on the doors of all girl lavatory rooms.

It was voted to recommend that Asst. Supt. Murphy be requested to survey and report on the cost of reducing to microfilm all records of the Cambridge School Department and to report on the matter of acquiring all fire resistent filing cabinets for storing of microfilm and records.

It was voted to concur in a recommendation by the Superintendent that the foyer at the Harrington School be remodeled to serve as an art education room and the Superintendent to report the approximate cost for this work.

It was voted to recommend that Charles K. Babalas, junior building custodian, be transferred from his present asignment to the 2:00 to 11:00 p.m. shift at the High and Latin School effective November 26, 1969.

It was voted to recomend that the Superintendent instruct the Headmaster of the High and Latin School to develop an inspection system which would include the Assistant Headmasters, Mr. Temple, teacher in charge of the War Memorial and all the custodians assigned to High and Latin School and that this committee meet periodically with the Headmaster and report periodically; and, further, that the Headmaster develop budget requirements for the High and Latin School for 1970 for submission to the Committee on Buildings & Grounds.

A report was directed to the Committee on Buildings and Grounds that a student had cut his foot on loose, defective tiles on the floor of the Rindge Tech Shower Room. Deputy Superintendent Hockman stated that he had investigated this matter and had found that a great deal of the tile was becoming loose and after a conference with the Chief Custodian it was agreed to remove the tile floor and replace it with a concrete floor in this section of the Shower Room.

Respectfully submitted,

Daniel J. Clinton, Chairman

The following report of the Committee on Athletics was presented:

COMMITTEE ON ATHLETICS

Monday, November 17, 1969

Present: John A. P. Good, Chairman - Gustave Solomons - David A. Wylie

Mr. Kozlowsky, Director of Athletics, informed the committee that he had received four (4) applications to fill the vacancy in the position of Assistant Basketball Coach at Rindge Technical School. Mr. Kozlowsky also informed the committee that the Head Coach of Basketball at Rindge Technical School requested that Robert Richards, presently Assistant Coach assigned to the freshman team be assigned as Assistant Coach for Junior Varsity. Mr. Kozlowsky concurred on the recommendation of the Head Coach. Notwithstanding this recommendation, it was voted on motion by Mr. Solomons, seconded by Mr. Wylie, that Michael Jarvis, teacher at Rindge Technical School, be appointed Assistant Coach and assigned to the Junior Varsity squad at $700 for the season. Mr. Good is recorded in the negative on this motion and submits the following minority report that the recommendation of the Head Coach and the Director of Athletics be accepted and that Robert Richards, Assistant Coach of Basketball, presently assigned to the freshman squad, be reassigned as Assistant Coach for the Junior Varsity at $700 per season and that Michael Jarvis be appointed Assistant Coach of Basketball and be assigned to the freshman program at a salary of $700 per season.

It was voted to recommend concurrence in the recommendation by the Director that William Dowding be appointed Assistant Coach for Hockey at the High and Latin School as requested by the Head Coach of Hockey at High and Latin School at a salary of $700 per season.

It was voted to recommend concurrence of the Director's recommendation that Stephen Theall be appointed Assistant Coach of Hockey at Rindge Technical School as requested by the Head Coach of hockey at Rindge Technical School at a salary of $700 per season.

It was voted to concur the Director's recommendation that B.J. Synnott be appointed locker room attendent at Rindge Technical School at a stipend of $8.00 per afternoon.

It was voted to recommend concurrence with the Director of Athletic's recommendation that Michael Weaver, Physical Education teacher, Joseph Goodwin, teacher at Roberts School and William Fulganite, practice teacher at High and Latin School, be appointed elementary school basketball coaches at a stipend of $350 for the season.

It was voted to recommend concurrence with the Director's recommendation that the High and Latin School's Girls Eastern Massachusetts Interscholastic Meet on Sunday, December 7 at Gardner, Massachusetts.

Your committee recommends concurrence with the recommendation of the Director that the High and Latin Varsity Club be permitted to sell 250 adult season tickets for the home games of the High and Latin School basketball team in an effort to increase attendance at these games. The proceeds from the sale of these season tickets will be divided so that one-half will go to the Varsity Club Scholarship Fund and the remaining half to be turned over to the High School Athletic Fund as gate receipts.

Your sub-committee wishes to report that the executive committee of the Russell School P.T.A. has asked this committee to request the City Manager to take whatever action is necessary to acquire the land used by the National Guard for storage of vehicles so as to make it available for use of additional area for the John M. Tobin School. Your sub-committee supports their recommendation that this request be made of the City Manager for action.

The City Manager's Committee on Housing has recommended that the site used for tennis courts on Pemberton Street be acquired for housing. The Recreation Department is against this proposal. The Cambridge School Department uses these tennis courts for High School tennis teams. The City Manager's Committee on Housing has also recommended the taking of 120' x 460' of land for housing from St. Peter's Field adjacent to Sherman Street. The Recreation Department has voiced its objection to this proposal.

The School Department uses the above area for athletic activities and the Recreation Department intends to install at least three (3) tennis courts at St. Peter's Field. Taking this land would seriously effect the implementation of this installation. We do not have enough tennis courts in the city and our need for individual and dual type recreation facilities are very much desired.

The Athletic Committee of the School Department unequivocally supports the Recreational Department in their efforts to preserve the tennis courts on Pemberton Street and the land on Sherman Street on which they propose to erect additional tennis courts and other recreational facilities.

Your committee is of the opinion that Cambridge should be developed for children as well as adults' recreation which is as essential to proper living conditions as housing with increased emphasis in the schools on improved physical education and athletic programs and the increased leisure time anticipated for everyone. This is not the time to sacrifice the resources of the future generation for the sake of the present generation. The Pemberton Street tennis courts are essential to the Cambridge High and Latin tennis program.

The Director notified your sub-committee that he is proceeding to procure playground equipment at the Haggerty, Longfellow, Putnam, Roberts, Russell and Webster Schools.

Relative to instituting a recreation program for juniors and seniors at high school level, Mr. Kozlowsky submitted the following report:

TOTAL ENROLLMENT FOR C.H.L.S.

Boys	**Girls**
829 plus 18 pilot	1388 plus 26 Pilot plus 20 Achievement

TOTAL ENROLLMENT FOR RINDGE

Boys

630 plus 151 mixed

Pupils to be assigned at rate of 30 pupils per class for Physical Education twice a week.

C.H.L.S.

Boys would require from 61 to 78 classes per week.
Girls would require from 93 to 116 classes per week.
To implement this program the Main Gymnasium at the War Memorial would have to be subdivided by doors to give us 2 more teaching stations.

RINDGE

Boys would require from 62 to 76 classes per week.
We would have to assign more than 30 pupils per period to implement this program at Rindge Technical School.

Respectfully submitted,

John A. P. Good, Chairman

Mr. Good moved, seconded by Mr. Fitzgerald, to substitute for the report on Committee on Athletics, his minority report that the recommendation of the Head Coach and the Director of Athletics be accepted and that Robert Richards, Asst. Coach of Basketball, presently assigned to the freshman coach, be re-assigned as asst. Coach for Junior varsity at $700. per season and that Michael Jarvis be appointed Asst. Coach of Basketball and be assigned to the freshman program at a salary of $700. for the season. Mr. Jarvis was granted permission to address the Committee and stated his reasons for not wanting to be considered for appointment to the freshman program and that he would not be interested in any appointment except to the Junior Varsity program. At the conclusion of Mr. Jarvis's remarks, it was voted on the following roll call to adopt Mr. Good's motion to substitute the minority report: Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mayor Sullivan voting "Yea". Mr. Duehay, Mr. Solomons, Mr. Wylie voting "Nay".

It was then voted to take a short recess. Time for recess having expired, the chairman called the meeting to order.

Having ascertained that Mr. Jarvis would not accept the assignment to the freshman program, Mr. Good moved, seconded by Mr. Fitzgerald, to substitute the name of Timothy F. Mahoney for that of Michael Jarvis as Asst. Coach of Basketball assigned to the freshman program at a salary of $700 for the season. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to further amend the report by adding "In accordance with the rules of the School Committee, all appointments will be for the period ending December 31, 1969". On the following roll call it was voted to adopt Mr. Good's motion to substitute the name of Timothy F. Mahoney for that of Michael Jarvis: Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Wylie, Mayor Sullivan voting "Yea". Mr. Duehay, Mr. Solomons "Present". On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll call to accept the report of the Committee On Athletics as amended and set forth below: Mr. Clinton, Mr. Fitzgerald, Mr. Good, Mr. Wylie, Mayor Sullivan voting "Yea". Mr. Duehay and Mr. Solomons voting "Nay".

COMMITTEE ON ATHLETICS

That the recommendation of the Head Coach and the Director of Athletics be accepted and that Robert Richards, Assistant Coach of Basketball, presently assigned to the freshman squad, be re-assigned as Assistant Coach for the Junior Varsity at $700 per season and that Timothy Mahoney be appointed Assistant Coach of Basketball and be assigned to the freshman program at a salary of $700 per season.

It was voted to recommend concurrence in the recommendation by the Director that William J. Downing be appointed Assistant Coach for hockey at the High and Latin School as requested by the Head Coach of Hockey at High and Latin School at a salary of $700 per season.

It was voted to recommend concurrence of the Director's recommendation that Stephen Theall be appointed Assistant Coach of hockey at Rindge Technical School as requested by the Head Coach of hockey at Rindge Technical School at a salary of $700 per season.

It was voted to concur the Director's recommendation that B. J. Synnott be appointed locker room attendent at Rindge Technical School at a stipend of $8.00 per afternoon.

It was voted to recommend concurrence with the Director of Athletic's recommendation that Michael Weaver, Physical Education teacher, Joseph Goodwin, teacher at Roberts School and William Fulganite, practice teacher at High and Latin School, be appointed elementary school basketball coaches at a stipend of $350. for the season.

In accordance with the Rules of the School Committee, all appointments will be for the period ending December 31, 1969.

It was voted to recommend concurrence with the Director's recommendation that the High and Latin School's Girls Swimming Team be granted permission to enter the Girls' Eastern Massachusetts Interscholastic Meet on Sunday, December 7, 1969 at Gardner, Massachusetts.

Your committee recommends concurrence with the recommendation of the Director that the High and Latin Varsity Club be permitted to sell 250 adult season tickets for the home games of the High and Latin School basketball team in an effort to increase attendance at these games. The proceeds from the sale of these season tickets will be divided so that one-half will go to the Varsity Club Scholarship Fund and the remaining half will be turned over to the High School Athletic Fund as gate receipts.

Your sub-committee wishes to report that the executive committee of the Russell School P.T.A. has asked this committee to request the City Manager to take whatever action is necessary to acquire the land used by the National Guard for storage of vehicles so as to make it available for use of additional area for the John M. Tobin School. Your sub-committee supports their recommendation that this request be made of the City Manager for action.

The City Manager's Committee on Housing has recommended that the site used for tennis courts on Pemberton Street be acquired for housing. The Recreation Department is against this proposal. The Cambridge School Dept. uses these tennis courts for High School Tennis teams. The City Manager's Committee on Housing has also recommended the taking of 120' x 460' of land for housing from St. Peter's field adjacent to Sherman Street. The Recreation Department has voiced its objection to this proposal.

The School Department uses the above area for athletic activities and the Recreation Department intends to install at least three (3) tennis courts at St. Peter's Field. Taking this land would seriously effect the implementation of this installation. We do not have enough tennis courts in the city and our need for individual and dual type recreation facilities are very much desired. The Athletic Committee of the School Department unequivocally supports the Recreational Department in their efforts to preserve the tennis courts on Pemberton Street and the land on Sherman Street on which they propose to errect additional tennis courts and other recreational facilities.

Your committee is of the opinion that Cambridge should be developed for children as well as adults' recreation which is as essential to proper living conditions as housing with increased emphasis in the schools on improved physical education and athletic programs and the increased leisure time anticipated for everyone. This is not the time to sacrifice the resources of the future generation for the sake of the present generation. The Pemberton Street tennis courts are essential to the Cambridge High and Latin tennis program.

The Director notified your sub-committee that he is proceeding to procure playground equipment at the Haggerty, Longfellow, Putnam, Roberts, Russell and Webster Schools.

Relative to instituting a recreation program for junior and seniors at high school level, Mr. Kozlowsky submitted the following report:

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To implement this program the Main Gymnasium at the War Memorial would have to be subdivided by doors to give us 2 more teaching stations.

RINDGE

Boys would require from 62 to 76 classes per week.
We would have to assign more than 30 pupils per period to implement this program at Rindge Technical School.

Respectfully submitted,

John A. P. Good, Chairman

UNFINISHED BUSINESS

Calendar:

Question came on a report submitted by Mr. Anderson, Director of Music Education, at the meeting of November 5, 1969. Mr. Anderson appeared before the Committee and discussed at length the report as submitted. On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to accept the report of the Director of Music as spread in the minutes of the meeting of November 5, 1969.

Awaiting Report:

Relative to a motion that the City Manager requested to meet with officials from Harvard University to request use of Harvard track facilities for Cambridge high school track teams, the Superintendent reported that he had discussed this matter with the City Manager who stated that he has been in touch with the officials at Harvard and that the only time they had available for such a program would be between 1:00 and 2:00 p.m. He then went to M.I.T. and talked with Mr. Mills to see if there was a possibility of something being available at M.I.T. and he is now awaiting a report from Mr. Mills on this matter. On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the City Manager be requested to file a report with the School Committee in time for its next regular meeting on how he plans to make track facilities available for the high school track teams.

NEW BUSINESS

Vice Chairman Fitzgerald in the chair.

On motion by Mr. Sullivan, seconded by Mr. Solomons, it was voted that the School Committee extend to Mr. Robert Guest of the High and Latin School faculty, together with his capable staff and the members of the High and Latin Drama Club, their sincere congratulations and commendation for the especially fine presentation of the play "Into The Woods".

Mayor Sullivan in the chair.

On motion by Mr. Good, seconded by Mr. Clinton, it was voted that the School Committee extend its sincere congratulations and best wishes to Mrs. Lorraine Butler, Mr. Donald Fantini and Mr. Joseph E. Maynard on their election to the School Committee for the 1970-1971 term; and further, that a cordial invitation be extended to them to attend the remaining meetings of the School Committee in regular and executive sessions.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the School Committee extend to its colleague, Committeeman Daniel J. Clinton, its sincere congratulations and best wishes on his recent election to the Cambridge City Council; and, further, that the School Committee extend to Mayor Walter J. Sullivan its sincere congratulations on the splendid vote accorded him on election day which overwhelmingly re-elected him to the Cambridge City Council.

WHEREAS: Linda M. Carvelli, Robert Milosavljevic and David Spiller, students at the Cambridge High and Latin School, were selected as semi-finalists in the National Merit Scholarship Program with the highest scores in the state, it was voted on motion by Mr. Duehay, seconded by Mr. Solomons, to extend to these students the School Committee's sincere congratulations and commendation for their excellent achievement and for the honor they have brought to the Cambridge High and Latin School.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to convene in executive session.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to accept with pleasure an invitation extended from the Cambridge Teachers Association to attend their annual Christmas party to be held on Saturday, December 13, 1969 at the Cambridge Boat Club at 8:00 p.m.

Mr. Brady appeared before the Committee to discuss the position of Coordinator of Social Studies and for the purpose of clarifying a letter which was received by the Committee at the last meeting.

On motion by Mr. Wylie, seconded by Mr. Fitzgerald, it was voted that the City Manager be requested to proceed forthwith to acquire the land and buildings now occupied by the Dodge Chemical Company, 1605 Cambridge Street, for use as a recreational and physical education facility for the School Department.

A communication was received from William E. Gurry of the Recreation Department, Manager of the War Memorial Pool, commending John Samp, teacher at High and Latin School and Asst. Manager of the pool for the Recreation Department for his excellent work as a lifeguard and assistant to the manager. It was unanimously agreed that the communication be acknowledged and Mr. Gurry be thanked for his interest.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted to adjourn.

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
OFFICIAL REPORT

REGULAR MEETING Tuesday, December 2, 1969

Present: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-Chairman Fitzgerald.

Vice-chairman Fitzgerald in chair.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to suspend the regular order of business for the purpose of conducting hearings. By invitation of the School Committee, the Administrative Assistants who constitute the Board of Examiners, appeared before the Committee, Mr. Roger O'Sullivan, Miss Helen Danc and Miss Rose O'Rourke. The Committee discussed at length the report of the Board of Examiners prepared and spread in its entirety in the minutes of the October 21, 1969 meeting. At the conclusion of the hearing, the chairman expressed the thanks of the Committee to the Board of Examiners for their kindness and then declared the hearing closed.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to hear representatives of the Neal Mitchell Associates relative to a plan of work study for students of the high schools. Mr. William Knox and Mr. Donald Turner, Vice President of the Neal Mitchell Associates, appeared and discussed at length the plan they had outlined. At the conclusion of the hearing, it was voted on motion by Mr. Good, seconded by Mr. Solomons that subject to approval of the superintendent, permission is herewith granted to proceed in conjunction with the firm of Neal Mitchell Associates, Inc., 145 Putnam Avenue, Cambridge, to develop and make operational the work study plan for high school students as outlined in detail in a communication from the Neal Mitchell Association, Inc., under date of November 12, 1969.

The chairman ordered the regular order of business resumed.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the minutes of the meeting of November 18, 1969 be approved as presented.

A letter was presented from Mr. John L. Sullivan, 15 Murray Hill Road, Cambridge, commending the work of Joyce Everett, teacher at the Russell School and on motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to make the letter part of the minutes and a copy of letter sent to Miss Everett; and, further, that a letter be directed to Mr. Sullivan thanking him for his interest as shown and the time he has taken to compliment Miss Everett and commend the Cambridge School System.

Hon. Walter J. Sullivan
Chairman, Cambridge School Committee
Cambridge, Massachusetts

Your Honor:

I have lived in Cambridge all of my life. I have been educated in the Cambridge School System and I have always been proud of our schools and the teachers we have.

I am writing to commend Miss Everett of the Russell School. She again has made me quite proud of our schools. My son, John L. Sullivan, had Miss Everett as a teacher last year and part of this year. She has shown great interest and patience in my son. I know she does great work with all of her children. Under her care and instruction John has now been promoted to another school.

My wife and I both feel that the School board should know of the fine teacher they have in Miss Everett. I would also like to thank the Principal, Mr. Murphy. He also showed great interest and encouragement.

John will probably need more encouragement and attention as he advances through school. I know he will do well because Cambridge has wonderful teachers. I hope they will all show the interest that Miss Everett has. I would like to thank her through you for what she has done.

John L. Sullivan
15 Murray Hill Rd., Camb.

Mr. John Sullivan
15 Murray Hill Road
Cambridge, Massachusetts

Dear Mr. Sullivan:

Your very kind letter concerning Miss Joyce Everett, teacher at the Russell School, was read to the School Committee at a meeting held on December 2, 1969.

It was voted to express to you the School Committee's pleasure and thanks for the interest you have shown and the time you have taken to compliment Miss Everett and commend the Cambridge School System.

Very truly yours,
Edward J. O'Connell
Secretary of the School Committee

There being no objection, the Chairman ordered made part of the minutes the following communication from the State Department of Education.

DEPARTMENT OF EDUCATION
DIVISION OF STATE AND FEDERAL ASSISTANCE
MEMORANDUM

November 25, 1969

TO: Superintendent of Schools
FROM: Everett G. Thistle, Assistant Commissioner
SUBJECT: Appropriation Requests for Calendar 1970

We have received word that Attorney General Quinn has advised Commissioner Jaillet of the Department of Corporations and Taxation regarding Chapter 849 of the Acts of 1969 amending the fiscal year for local districts.

In his opinion the Attorney General has stated that the appropriation request submitted for calendar 1970 should be for a twelve month period.

Further advice will be sent to you concerning this matter.

The following communication was received from the New England Association of Colleges and Secondary Schools, Inc. and on motion by Mr. Wylie, seconded by Mr. Good, it was voted that the communication be referred to the Superintendent for study and that a progress report on this matter be prepared and presented to the School Committee no later than the second meeting in January, 1970.

Mr. Raymond G. D'Arcy
Principal
Cambridge High and Latin School
Cambridge, Massachusetts 02138

Dear Mr. D'Arcy:

I write to inform you that at the November meeting of the Commission on Public Secondary Schools, it was voted to recommend to the Executive Commission of the New England Association of Colleges and Secondary Schools that the High and Latin School be continued in membership for a limited term of five years. Final action on this recommendation can be taken only by membership of the Association as a whole, on the recommendation of the Executive Committee, at the Annual Meeting on December 5, 1969. Limited term membership is accreditation and carries with it all membership privileges for the time specified.

The report of the visiting committee contains many significant commendations. The Commission particularly referred to reciprocal exchange agreements between Rindge Technical School and Cambridge High and Latin. The obvious effort of the High and Latin School to meet the needs of academically talented students was also a part of the Commission's discussion. Particular reference was made to the extensive offerings in foreign language.

A number of important recommendations contained in the visiting committee report were identified in the Commission's deliberations, including the following:

1. If student course selection is to be based on the individual — rather than the total enrollment needs — the present tracking system should be eliminated.

2. Electives should be made available for all students. Particular attention should be given to the need to revise and extend opportunities in the science curriculum.

The **Program of Achievement** curriculum needs immediate study with a major emphasis on the employment of qualified instructors.

4. A study should be initiated to determine the needs of non-college bound students — particularly boys.

5. A Guidance Department Chairman should be appointed to coordinate counselling services.

6. Immediate and long range building plan study be initiated — there are obvious inadequacies in the present facility.

The above review of Commission deliberation is in no way an attempt to summarize the visiting committee report. The full report contains many important recommendations and commendations within all subcommittee reports. Obviously, priorities for implementation of the recommendations must be established by the staff, administration, and school board.

The Evaluation Handbook recommends to you a procedure to follow in carrying out the recommendations of the visiting committee. A Two-year Progress Report will be due on June 1, 1971, indicating the status of each recommendation made by the visiting committee. You will be asked to classify each into one of five categories — Completed, In Progress, Planned for the Future, Rejected, or No Action. We will request specific reasons for recommendations rejected and for those items where no action has been taken.

We hope you found the evaluation process interesting and profitable and that it will help you work toward the goal which all of us are seeking — the improvement of public secondary education in New England. The congratulations of the members of the Commission go to you and your staff for a job well done.

Sincerely yours,
Richard J. Bradley

Mr. Wylie moved, seconded by Mr. Duehay that 500 copies of the Evaluation Report of the High and Latin School as presented by the Visiting Committee on Public Secondary Schools, be prepared and that a copy be provided for each teacher at High and Latin School, each administrator and each director in the School Department with an invitation to present comments and ideas to the Superintendent; and, further, that a copy of the report be sent to all citizens who receive copies of our regular minutes. On the following roll call this motion failed of adoption: Mr. Duehay and Mr. Wylie voting "Yea". Mr. Clinton, Mr. Good and Vice-Chairman Fitzgerald voting "Nay". Mr. Solomons "Present" and Mayor Sullivan "Absent".

On motion by Mr. Solomons, seconded by Mr. Wylie, it was voted to make part of the minutes the following communication from the City Solicitor:

CITY OF CAMBRIDGE
LAW DEPARTMENT

November 21, 1969

Edward J. O'Connell
Secretary to School Committee
1700 Cambridge Street
Cambridge, Massachusetts 02138

Dear Mr. O'Connell:

You may inform the School Committee that as a result of a hearing in the Middlesex Superior Court on November 21, 1969 before Judge Reuben L. Lurie, the Court ordered the J. & C. Adams Co. to vacate the premises which has been obstructing the construction of the Kennedy School on or before December 1, 1969.

If the J. & C. Adams Company has not fully vacated the premises on that date, by copy of this letter we are requesting the Deputy Sheriff to take possession of the premises on December 2, 1969.

Very truly yours,
Philip M. Cronin
City Solicitor

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to express to the City Solicitor and the City Manager the School Committee's sincere appreciation for their very effective work relative to clearing for construction the site of the proposed Robert F. Kennedy School.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from Asst. Supt. of Schools John J. Balfe:

Assistant Superintendent of Schools
John J. Balfe

November 28, 1969

Mr. Edward J. O'Connell, Secretary
Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

Following the order of the Committee on Buildings and Grounds to meet with Mr. Cole, Director of Community Schools, Miss Moncrief, the Co-ordinator of the Agassiz School Community Schools Program and Miss Doolin, the Master of the Agassiz School, I met with the designated people on Friday, November 21, 1969 at the Agassiz School at 2:00 p.m.

The purpose of the meeting was to discuss matters contained in letters that had reached the Buildings and Grounds Committee. As you will recall these letters commented on the condition of the school grounds and the classrooms following a block party on Saturday, October 25, 1969. Incidentally, the Co-ordinator of the Community Schools Program had not been appointed at that date.

The chief questions centered about responsibility for maintenance during, and cleanliness following use of the building. It was agreed that monitoring and supervision of the areas would be provided by the Community Schools personnel and that the Co-ordinator would assume the responsibility for seeing to it that the building was in the same condition subsequent to any Community School Program as it was when the program began.

Very truly yours,
John J. Balfe
Assistant Superintendent of Schools

On motion by Mr. Duehay ,seconded by Mr. Clinton, it was voted to refer to the Superintendent in time for the 1970 budget the following communication from the Department of Education:

November 25, 1969

TO: School Committeemen, Superintendents
Administrators and Supervisors

FROM: Neil V. Sullivan
Commissioner of Education

SUBJECT: Annual Administrators' Conference

The committee of representatives from your associations and the Department has been meeting since summer to formulate plans for the Annual Administrators' Conference, scheduled for March 23-26, 1970, at the University of Massachusetts in Amherst. I can report to you that a great deal of progress has been made, thanks in large measure to the enthusiastic participation of committee members and association officers. An excellent program is emerging from their efforts.

We anticipate that a preliminary program will be mailed to each of you early in the new year. In the meantime, I can advise you that school committeemen and superintendents will be involved in the conference on Monday, Tuesday, and part of Wednesday; and principals and supervisors on Tuesday afternoon, Wednesday, and Thursday. Cost figures are not completed, but based on what we know, we estimate that the total cost cost will be approximately $30.00 for a complete stay. Naturally, costs will be lower for those who attend less than the complete conference or do not stay on campus.

Should you desire additional information, please contact John E. Kearney, Assistant Director of Elementary and Secondary Education. I urge every school district to send multiple representation from every administrative level to this most significant conference so that together we can explore and discuss "Education for the Seventies."

SUPERINTENDENT OF SCHOOLS REPORTS AND RECOMMENDATIONS

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to accept the resignation of Elizabeth A. Marcus, teacher at Roberts School.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to record with sincere regret the retirement of Mary K. Doherty, teacher in the Department of Physical Education and sincere appreciation for the long years of faithful and efficient service she has rendered to the Cambridge School Department.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Elaine M. Godin, teacher of Elementary French, be granted leave of absence without stipend from January 23 to January 30, 1970. Vice-chairman Fitzgerald voting "Nay". The Superintendent presented the following report from the Lincoln Filene Intergroup Relations Curriculum and recommended that he be authorized to engage the services of Dr. John Gibson, Director of Lincoln Filene Center. On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll call to adopt the Superintendent's report and recommendation as set forth above: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-chairman Fitzgerald voting "Yea". Mayor Sullivan "Absent".

The Lincoln Filene Intergroup Relations Curriculum is designed to improve democratic human relations in our society.

The curriculum is constructed to emphasize developing positive self-images in students and a comparison for others. It explores the phenomenon of groups and the danger of prejudging the actions of people or groups who are different from oneself. It points out the dangers of sterotyping thinking and discriminatory behavior on the part of students.

Historically the curriculum points up the contributions to the development of our country by people from many nations and ethnic groups.

The curriculum places the students in situations through the use of role playing and offers ways for the student to realize the role he can play in improving the democratic process.

The Superintendent requests, therefore, that he be authorized to engage

Dr. John Gibson, Director of the Lincoln Filene Center, to conduct a workshop for teachers of grades 2-6. There will be ten two-hour meetings with participation voluntary but enrollment not to exceed thirty teachers. The cost of this workshop including staff, consultants and supplies is not to exceed $1,500.00. This sum is to be taken from F-30 Account.

Edward A. Conley
Superintendent of Schools

There being no objection, the chairman ordered placed on the calendar as requested by the Superintendent the following report on the desirability of reducing the present Pupil-Guidance Counselor ratio from 400-1 to 200-1.

A survey of the guidance personnel and the enrollment of pupils presents the following information.

	No. of Counselors	No. of Pupils	Ratio
High & Latin	7	2286	1/326
Rindge Technical	2	664	1/332
Achievement	1	89	1/89
Elementary Schools	4	7410	1/1853

In addition there are nine Adjustment Counselors providing guidance services for pupils with school adjustment problems.

To provide a ration of 1 Guidance Counselor per 200 pupils these additional positions will be necessary in each instance.

High and Latin	4
Rindge Technical	3
Achievement	0
Elementary Schools	33

There would also be required additional office space, office equipment and clerical assistance.

The following is an estimate of the added budgetary amount which would have to be provided:

1. For the Secondary Schools	
Salaries	
7 Counselors @ average salary of $8,700 ea.	60,900
3 Permanent part-time clerk-stenographers @ salary of $3,300 ea.	9,900
Office Equipment	
7 Counselors: desks, chairs, file cabinet shelving @ $390 ea.	2,730
3 Clerk-stenographers: desk, chair typewriter and stand, file @ 480 ea.	1,400
7 Telephones @ $39. ea.	273
	$75,243
2. For the Elementary Schools	
Salaries	
33 Counselors @ average salary of $8,600 ea.	287,100
11 Permanent part-time clerk-stenographers @ $3,300 ea.	36,300

Office Equipment	
33 Counselors @ $390 ea.	12,870
11 Clerk-stenographers @ $480 ea.	5,280
33 Telephones @ $39 ea.	1,287
	$342,847

Note: With the exception of the original purchase of equipment all items would be repetitive.

Office space for counselors and for clerical assistants is presently non-existent and would require either the acquisition of additional space and/or the modification of presently existing space as it became available.

If it became necessary to rent space cost would be on an average of $2.25 to $3.00 per sq. ft. per month including utilities. Providing space on an average of 8' x 8' per person would necessitate a minimum expenditure of $144 per month per person and have these fiscal yearly requirements.

a. At secondary level	$17,280
b. At elementary level	76,032

If space becomes available within an existing school and refurbishing is required the estimates are not exact since the amount and the nature of the work would vary each situation. It does however seem that an average of $2000. for each office would be within the realm of reason. The consequent fiscal requirement would be

a. At secondary level	$20,000
b. At elementary level	88,000

The matter of utilities in the latter case would not add materially to the present budget allocations for those items.

The recent report of the Evaluating Committee at High and Latin School recommends one additional Guidance Counselor be appointed.

That would bring the total number of Guidance Counselors there to eight and reduce the ratio to approximately 288 to 1.

To bring the ratio at Rindge Technical School to a comparative relationship would require one additional part-time counselor.

With the newly appointed Adjustment Counselors concentrating in the secondary schools the needs of students should be met effectively.

There would therefore be required one additional part time clerk-stenographer position to be added to the two presently authorized at High and Latin School.

Provision for offices and for equipment would be essential.
If this were adopted the added costs would be:

Counselors (1 2/5)	$12,220
Clerk-Stenog. (1)	3,300
Office Equipment	1,170) 480)
Telephone (4)	156
Offices (4)	8,000
	$25,326

The problem in regard to the elementary schools with a largely prescribed course of studies is not that of the high schools excepting principally the eighth grade students of whom there are presently seven hundred (700). The resulting ration of guidance counselors to eighth grade students is 1/175.

In the elementary schools with self contained classrooms in Kindergarten through Grade Six the guidance function has been largely performed by those who know each best, the classroom teacher and the Master of School or principal.

Since there are Adjustment Counselors to work with the family and with the child who is not adequately adjusted to school there are from all indications, sufficient Guidance Counselors and Adjustment Counselors to provide for the elementary schools.

Edward A. Conley
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mr. Clinton, it was voted that Ruth F. Boland, Director of the Bureau of Pupil Services, be granted leave of absence without loss of salary for the purpose of attending the meetings of the American Personnel and Guidance Association to be held in New Orleans, Lousiana on March 23 through March 26, 1970.

Bids were presented for providing milk for the various schools and school cafeterias. Asst. Supt. Edmond Murphy recommended that the United Farmers of New England, being the lowest responsible bidder to have met specifications, be awarded the contract at a price of .0617 per one-half pint of milk; .2348 per qt of milk and .452 per one-half gallon of milk. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Assistant Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-chairman Fitzgerald voting "Yea", Mayor Sullivan "Absent".

Bids were presented for providing ice milk bars for the school cafeterias and Asst. Supt. Murphy recommended that a contract be awarded to Borden's Inc., they being the only bidder. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll call to adopt the Assistant Superintendent's recommendation: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie and Vice-chairman Fitzgerald voting "Yea". Mayor Sullivan "Absent".

REPORTS OF COMMITTEES

On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll call to accept the report of the Committee on Athletics set forth in detail below and adopt the recommendations contained therein: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mr. Wylie, Vice-chairman Fitzgerald voting "Yea". Mayor Sullivan "Absent".

COMMITTEE ON ATHLETICS

Dec. 2, 1969

Present: John A. P. Good, Chairman
Gustave M. Solomons
David A. Wylie

It was voted to recommend concurrence in the recommendation of the

Director of Physical Education that the following athletic personnel be appointed effective for the period but not beyond December 31, 1969:
Michael Weaver, Physical Education Teacher — Basketball Coach for
Rindge Achievement Class ....$425.00 per season.

Stephen Phillips)
George M. Grace)
William Hunter) Elementary Basketball Coaches @ $350 per season.
Colin Kerr)
Leo Sullivan)
Jeremiah Cronin) Locker Room Attendants @ $8.00 per afternoon.

John A. P. Good, Chairman
Respectfully submitted,

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted to accept as a progressive report, subject to further reports, the Superintendent's report on the present tracking system in the high schools presented and spread in its entirety in minutes of November 18, 1969 meeting.

On motion by Mr. Wylie, seconded by Mr. Good, it was voted to accept the report from Mr. Kozlowsky and Mr. Colgan on a joint plan of collaboration between their department for maximizing the opportunity for students with both scholastic and athletic ability to secure athletic scholarships, presented and spread in its entirety on minutes of November 18, 1969.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to accept the progressive report from the Director of Social Studies, presented and spread in its entirety in the minutes of November 18, 1969.

Table Matters:

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to take from the table the evaluation report on the High and Latin School. On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted that the evaluation report be referred to the Superintendent.

Waiting Report:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that matter of plans for the providing of track facilities for the high schools be referred to the Committee on Athletics.

Conforming to an order that the City Manager be requested to file a report on plans to make track facilities available to high schools, Deputy Superintendent Hockman reported that the Asst. City Manager had been in touch with him and verbally reported that he had contacted Mr. Milne at Mass. Institute of Technology concerning the availability of facilities for the high school track teams. Mr. Milne regretted that the only time available would be from 6:00 p.m. to 8:00 p.m. The Director of Physical Education, Mr. Kozlowsky, indicated that afternoon hours and daylight would be preferred to avoid problems for the boys and their families. Contact was then made with the Armory on Concord Avenue for its use afternoons for practice in field events and with the Belmont Schools for joint use of their facilities for dash and distance events. Mr. Kozlowsky reported that he was reasonably sure that both of these would be made available and would provide emergency facilities until a Cambridge facility was available.

NEW BUSINESS

Mr. Duehay moved, seconded by Mr. Solomons, that the Cambridge School Committee congratulate Robert A. Watson, Director of the Bureau of Curriculum Innovation in the Massachusetts Department of Education for the publication of Kaleidoscope, a descriptive collection of promising educational practices in the Commonwealth; and, further, that a copy of this commendation be sent to Neil V. Sullivan, Commissioner of Education. On motion by Mr. Wylie, seconded by Mr. Duehay, it was voted to amend the motion by adding "and if additional copies are obtainable, the Superintendent make them available to Masters of public schools, each school library and all department heads with the request that it be reviewed for programs of possible applications in Cambridge." It was then voted to adopt the motion as amended that the Cambridge School Committee congratulate Robert A. Watson, Director of Bureau of Curriculum Innovation of the Mass. Dept. of Education, for the publication of Kaleidosdope, a descriptive collection of promising educational practices in the Commonwealth; and, further, that a copy of this commendation be sent to Neil V. Sullivan, Commissioner of Education and if additional copies are obtainable, the Superintendent make them available to Masters of public schools, each school library and all department heads with the request that it be reviewed for programs of possible application in Cambridge. It was then voted to adopt the motion as amended that the Cambridge School Committee congratulate Robert A. Watson, Director of the Bureau of Curriculum Innovation of the Mass. Dept. of Education, for the publication of Kaleidoscope.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that WHEREAS Caroline B. Jackson, student at High and Latin School, was selected as a semifinalist in the National Achievement Scholarship Program for Outstanding Negro Students, it is therefore ORDERED that the Cambridge School Committee extend to Miss Jackson their sincere congratulations and commendation for her excellent achievement and for the honor she has brought to Cambridge High and Latin School.

On motion by Cr. Good, seconded by Mr. Solomons, it was voted that the School Committee extend to Mr. Paul J. Murphy, Guidance Counselor assigned to Rindge Technical School, their sincere congratulations on his appointment as Chairman of the Cambridge Advisory Committee on Housing, and to express to Mr. Murphy their appreciation for the fine civic efforts he has given to the City of Cambridge as a member of this important committee since its inception.

WHEREAS the City of Cambridge has recently installed a modern up-to-date telephone system in the Cambridge Police Headquarters which necessitated a change in the general business telephone number, and in an effort to assist the Cambridge Police Department to publicize this very important number, it is, therefore, ORDERED on motion by Mr. Good, seconded by Mr. Solomons, that the School Committee authorize the Superintendent to have printed a notice to all parents of public school children advising them of this new telephone number and that each public school child be given a copy of this notice to bring home to their parents.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to convene in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that he be authorized to provide keys to the respective school buildings to Coordinators of the Community Schools Program.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Clinton, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted to adjourn.

Secretary of the School Committee
ADJOURNED
EDWARD J. O'CONNELL

SCHOOL COMMITTEE
OFFICIAL REPORT

REGULAR MEETING Tuesday, December 16, 1969

Members Present: Daniel J. Clinton, Francis Duehay, James Fitzgerald, John A. P. Good, Gustave Solomons, David Wylie, and Mayor Sullivan.

Mayor Sullivan in the chair.

Mr. Duehay announced that at a previous meeting the Cambridge Teachers Association and the Cambridge School Committee had presented plaques to retiring committee members Mayor Sullivan and Daniel J. Clinton and John A. P. Good for their service on the School Committee. Inasmuch as Mr. Gustave Solomons, who is also retiring, was not present at the meeting, Mr. Duehay asked and received unanimous consent to present Mr. Solomons with a plaque from the Cambridge Teachers Association and one from the Cambridge School Committee in commemoration of his ten years of meritorious service on the Cambridge School Committee and for his many fine contributions to the excellence of the Cambridge School System.

On motion by Mr. Good, seconded by Mr. Wylie, it was voted to approve the minutes of the meeting of December 2 as presented.

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to make part of the minutes the following communication from Robert A. Watson of the Department of Education.

COMMONWEALTH OF MASSACHUSETTS
Department of Education

December 12, 1969

Mr. Edward J. O'Connell
Secretary of the School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell

Thank you for your kind message of December 2. I have written to your superintendent to ask him how many additional copies he would need.

Again, please express my appreciation to your committee for their thoughtfulness in writing me.

Sincerely,
Robert A. Watson, Director
Bureau of Curriculum Innovation

The following communication was received from the Massachusetts Teachers Association and on motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that as many members of the School Committee as possible attend the meeting scheduled for Framingham on December 18, 1969, the cost of such attendance to be charged to the School Committee.

MASSACHUSETTS TEACHERS ASSOCIATION

November 26, 1969

Dear Colleague:

Today across our state and nation, we observe violent overt displays of dissatisfaction with the existing relationships of man with man. Too often we feel empathy for the communities in which eruptions have taken place, closing our eyes to the reality that the seeds for similar problems are being nurtured in the fertile soil of our own communities, irrespective of size.

Recognizing that the violence is simply a sympton of broad underlying problems, the undersigned associates have set up four regional meetings to which school committee members, superintendents of schools, local teacher association presidents, and members of the Community Advisory Councils of the Massachusetts Commission Against Discrimination are invited for the purpose of giving consideration to setting up local in-service workshops to improve human relations, cooperatively developed and implemented. The meetings are planned as a dutch treat luncheon starting at 12: Noon sharp and terminating at 2:00 p.m. at the cost of five dollars per person, reservation to be made by phone or letter to Miss Osmond, Massachusetts Teachers Association, not later than Friday, December 12. Because reservations will be based upon the response, a positive response will be interpreted as a financial obligation.

In responding, please indicate the area meeting you plan to attend.

CAPE AREA
December 15
Sheraton-Hyannis
Hyannis

NORTHERN AREA
December 17
Village Green
Rt 1 Danvers

WESTERN AREA
December 16
Vincent's Steakhouse
Springfield

CENTRAL AREA
December 18
Ken's Steak House
Rt 9 Framingham

We are aware of the brief notice time given, but the feeling is that further delay would defeat the preventative determination to be made at this meeting. Specialists in human relations will be in attendance at the meetings, and we feel certain that their presentations will be most valuable to you.

We urge your participation.

American Jewish Committee
Massachusetts Association of School Committees
Massachusetts Association of School Superintendents
Massachusetts Commission Against Discrimination
Massachusetts Teachers Association

Gerald Griffin, President of the Custodian's Union, appeared before the committee with grievances filed by Edward J. Young and Charles K. Babalas, junior building custodians, together with a grievance relating to protective clothing for custodians. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to refer these grievances to the City Solicitor for his opinion as to the responsibility of the School Committee in these matters under the terms of the existing contract. On motion by Mr. Clinton, seconded by Mr. Clinton, it was voted that the grievances filed on behalf of Mr. Young and Mr. Babalas be referred to the executive session.

SUPERINTENDENT OF SCHOOLS
Reports and Recommendations

The Superintendent reported the marriage of Barbara E. Rodenstein, teacher at the Harrington School, to Stephen L. Skolnick and her name will now appear on our records as Barbara E. Skolnick; the marriage of Pamela R. Stout, teacher at the Russell School, to Franklin E. Smith and her name will now appear on our records as Pamela R. Smith.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that permission be granted to petition Civil Service for the promotion of three (3) members of the cafeteria workers staff to Cook as requested by Mr. Bernard Flannery, Supervisor of Cafeterias.

The Superintendent presented a communication from the East End House addressed to Asst. Supt. John Balfe:

EAST END HOUSE

December 9, 1969

Mr. John Balfe, Sr.
Cambridge School Department
1700 Cambridge Street
Cambridge, Mass. 02138

Dear Mr. Balfe:

After consulting with William Paterson, president of the East End House Board, it was decided that our gymnasium could be rented to the Cambridge School Department from January through June under the following conditions;

1. A rental fee of $150 per week with the school department providing a janitor for the period used (8:30 to 3:00) or
   A rental fee of $200 per week with the East End House providing a janitor for the period used (8:30 to 3:00)
2. Proper supervision at all times and responsibility of children while in building.
3. Responsible for any damage to buildings such as walls, toilets, showers, etc.

Whichever rental fee is decided upon checks should be made payable to East End House, Incorporated.

Sincerely yours,
Elizabeth C. Kearns, House Director

The Superintendent recommended rejection of the proposal contained in the foregoing communication for the following reasons:

1. The gymnasium is very small. Only a very few youngsters could profitably share the floor at any one time.
2. The cost for this rental from January 1, 1970 to May 29, 1970 would be $3,800.00.

3. The youngsters would be moving from the Thorndike School (the Sacred Heart School) at a time when traditionally local weather is not conducive to travel.
4. The Superintendent believes that a classroom program for physical education would be as effective as a program initiated in this very limited — space wise — facility.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to grant the request of Ethel V. Igo, teacher at the Harrington School, who will attain retirement age on March 23, 1970 and that the Massachusetts Teachers Retirement Board be requested for authorization to continue Miss Igo's employment until the end of the present school year, June, 1970.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to refer to the budget the Superintendent's report on the desirability of reducing the present pupil-guidance ratio from 400-1 to 200-1.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take from the table a motion presented at the meeting of October 7, 1969 that sufficient funds having been provided in the 1969 School Department budget, the order of the School Committee adopted at the meeting of February 8, 1969 "to provide increase effective September 1, 1969 of 5% over and above the 5% increase for the employees covered by the contract between the custodians and the School Committee" be operative immediately. On motion by Mr. Duehay, seconded by Mr. Wylie, it was voted that this motion be referred to executive session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to refer to the budget the following items listed under "Awaiting Report".

Superintendent to investigate and report on the possibility of establishing position of Textbook Control.

Report from the Superintendent on proposed budget for including physical education in the junior year.

Report from the Superintendent and Committee on Buildings and Grounds on advisability of installing weather conditioning units in high school cafeterias.

Superintendent to report to the School Committee on adequacy of secretarial assistance throughout the department.

Superintendent to report on possibility of expanding present work-school program in order that more students may be enrolled and possibility of obtaining Federal and State funds to implement this program.

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mr. Solomons, it was unanimously voted to adopt the following resolution:

WHEREAS: With deep sorrow the Cambridge School Committee records the death, on December 3, 1969, of Dr. Richard M. Gummere, retired Dean of Admissions at Harvard University and a member of the Cambridge School Committee for the term 1944-1945.

His broad experience, good judgment and wise counsel proved valuable to the work of the Cambridge School Committee and he won the respect of all with whom he was brought into contact.

Mindful of his contribution to the present high standard of the Cambridge School System as a member of the School Committee and of his constructive work on behalf of this Honorable Body, the Cambridge School Committee gratefully records its appreciation of Dr. Richard M. Gummere by adopting the following:

BE IT RESOLVED, that the Cambridge School Committee attests to the inspiration and support which Dr. Richard M. Gummere brought to the deliberations of the Cambridge School Committee which he faithfully served and be it further,

RESOLVED, that a copy of this resolution be spread upon these minutes and that a copy be sent to Dr. Gummere's family as a testimonial of our sincere appreciation of his usefulness, not only as a member of the Cambridge School Committee but also as a citizen of Cambridge.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the Superintendent confer with the City Solicitor and prepare a brief statement to be disseminated to PTAs and other organizations using school buildings regarding conditions under which lotteries may or may not be held on school property.

On motion by Mr. Wylie, seconded by Mr. Solomons, it was voted that the Superintendent be requested to convey to the Zoning Board of Appeals the desire of the School Committee that approval not be granted for the operation of a drug store opposite the new John M. Tobin School site on Concord Avenue. Mr. Clinton is recorded as voting "Nay".

On motion by Mr. Good, seconded by Mr. Clinton, it was voted to approve the following list of persons as eligible for appointment to the After School Centers Program:

READING TEACHERS
- Gannon, Patricia E.
- Marcus, Carol B.

ART TEACHERS
- Butler, Marilyn L.
- Falloni, Paula A.
- Himmelfarb, Susan E.
- Keating, Claire T.

SCIENCE TEACHERS
- Lynn, Elizabeth E.

HOME ECONOMICE
- Christine, Susan J.

PERCEPTUALLY HAND. STU. TCH.
- Benthale, Beverly A.
- Bledsol, Elizabeth
- Gorenflo, Dorothy A.
- Van Aggden, Elizabeth R.

SUBSTITUTE TECH. FOR ABSENTEES
- Carroll, Eileen N.
- Sullivan, Susan

TEACHER AIDS

Allen, Lawrence F.
Andon, Barbara M.
Barbosa, Maria M.
Camplese, Leah E.
Carvelli, Linda M.
Donohue, Margaret R.
Egan, Thomas R.
Freeman, Lois E.
Griffin, Ann E.
Griffin, Martin D.
Halloran, Rita F.
Kelleher, Kathleen M.
McCaffrey, Mary T.
Murphy, Margaret M.
Ricardo, Michael A.
Sullivan, Helene
Szulewski, Janet M.
Watson, Elizabeth A.
Wong, Ronald H.

CLERK-TYPIST

Nonis, Evelyn

It was voted to convene in executive session.

Mr. Leon Kowal, attorney representing Custodian's Union appeared before the Committee and discussed various matters now under negotiation and made recommendations for resolving same. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll call to adopt recommendations prepared by Mr. Kowal and Deputy Supt. Hockman set forth in detail below: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan voting "Yea". On motion by Mr. Duehay, seconded by Mr. Clinton, it was voted to suspend the rules for the purpose of moving reconsideration. On motion by Mr. Duehay, seconded by Mr. Clinton, a motion to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

That subject to ratification by the American Federation of State, County and Municipal Employees AFL-CIO State Council 41 Local 1611, the School Committee of the City of Cambridge agrees and approves, in conjunction with the negotiating committee of Local 1611 AFSCME employees (Gerald P. Griffin, President, Robert J. Hooker, John P. Connor, Anthony Veno, Gerard P. Dionne, Howard V. Doyle) to the following amendments to the existing contract between the union and the employer; (1) The 5% increase for all employees in the bargaining unit will be implemented and made effective September 1, 1969 in accordance with the following salary schedule:

SEPTEMBER 1, 1969 THROUGH AUGUST 31, 1970

1. Junior Custodian I	$6278	$6769	$7348	$7975
2. Junior Custodian II	6528	7019	7598	8225
3. Senior Custodian I	6728	7219	7798	8425
4. Senior Custodian II	6928	7419	7998	8625
5. Senior Custodian III	7228	7719	8298	8925
6. Senior Custodian IV	7528	8019	8598	9473
7. Janitress	5357	5794	6302	6884
8. Matron	5154	5460	5770	6076

(2) Article VII is herewith amended by adding the following: The existing regular schedule for custodians shall be as follows exclusive of a one-half hour meal period without pay —

6:30 A.M. to 3:00 P.M.
9:00 A.M. to 5:30 P.M.
2:30 P.M. to 11:00 P.M.

The employer shall have the right to establish work shifts provided, however, that an existing shift may be changed only after 30 days written notice to the Union.

(3) Article XVII as it now appears in the existing contract shall be deleted and the following substituted in place thereof; "Any person regularly assigned to work a schedule which extends beyond 5:00 P.M. shall receive a differential of 20¢ an hour for all hours worked between 5:00 P.M. and 6:00 A.M. except that any person whose shift begins at 2:00 P.M. or later shall receive a differential of 30¢ per hour for all hours worked. The 30¢ differential shall be effective as of September 1, 1969. Such differential will not be included in determining overtime compensation.

For the purpose of clarification and understanding, it is further agreed:

1. Upon the execution of new amendments to the existing contract, the shift beginning at 2:30 P.M. and ending at 11:00 P.M. shall be opened for bids. Assignments shall be made on the basis of seniority. In the event such bids are not received, assignments will be made to that shift on the basis of reverse seniority (lowest senior employees).

2. With reference to the calling in of extra men for work outside of their regular scheduled hours of work, the Deputy Superintendent of schools will establish guidelines, with the advice of the appropriate union Committee. The Deputy Superintendent's decision will not be a subject for grievance.

Question came on a communication from the Cambridge Teachers Association stating that in the opinion of their grievance committee, the extension of sick leave with pay is within the province of the School Committee and requesting the School Committee to reconsider the petition of Jeannette L. Duval for extended sick leave of absence without loss of salary. On motion by Mr. Good, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of taking action on Mrs. Duval's petition. On motion by Mr. Good, seconded by Mr. Clinton, it was voted on the following roll call that Jeannette Duval, teacher at the Houghton School, be granted leave of absence without loss of salary from September 30, 1969 to December 31, 1969; except that any salary paid her shall have deducted from it any amount which she has received from insurance companies by reason of her illness: Mr. Clinton, Mr. Duehay, Mr. Good, Mr. Solomons, Mayor Sullivan voting "Yea". Mr. Fitzgerald "Present". Mr. Wylie "Absent".

Action then came on grievances filed by the Custodian's Union which were referred to executive session, after having voted to seek the City Solicitor's opinion on these matters. On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to suspend the rules for the purpose of moving, at this meeting, a motion to reconsider the vote taken earlier in the meeting to refer these grievances to the City Solicitor. On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to reconsider the vote adopting the motion to refer the matter to the City Solicitor. On the recurring question, the motion to refer these matters to the City Solicitor for an opinion was withdrawn by unanimous consent.

With relation to a grievance filed by Edward J. Young, custodian assigned to Rindge Technical School, it was voted that Mr. Young be informed that it is the School Committee's position that seniority does not govern in the choice of custodian's assignment in emergency situations.

On November 18, 1969, the School Committee assigned Charles K. Babalas, junior building custodian, permanently to the High and Latin School and Mr. Babalas was notified of this vote in writing and, therefore, under the present contract it was voted that notwithstanding grievance filed on behalf of Mr. Babalas the School Committee has the right to make a permanent assignment subject to the provisions of Article XV.

With relation to a grievance filed by Gerald P. Griffin, President of the Custodian's Union, that the provisions of Article XIII, Sections 1 & 2 have been violated, it was voted that Mr. Griffin be informed that the School Committee is of the opinion that they are not required to provide foul-weather gear as a condition of the employment of junior building custodians.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the Asst. Superintendent with the advice of the Superintendent shall prepare a formal contract pertaining to matters of tuition for non-resident pupils.

On motion by Mr. Good, seconded by Mr. Clinton, that, Whereas, Article IX of the contract between the School Committee and the Cambridge Teachers Association provides that teachers whose service in the Cambridge School Department has been interrupted shall, upon return to the system, be restored to that step on the salary schedule on which they would have been placed in September if they had remained in the Cambridge School System, it is therefore, Moved: That the Superintendent shall, forthwith, determine whether there are teachers presently in our system who re-entered service prior to the effective date of the present contract and who would have been entitled to said benefits if the said contract was in force and effect at the time of their reappointment; and if it is determined that there are teachers whose date of re-employment deprives them of these benefits that said teachers shall, effective January 1, 1969, be immediately placed on the salary schedule which they would have attained had their total service not been interrupted. Mr. Solomons objected to action on this motion and the chairman ordered it placed on the calendar as required by the rules.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mr. Wylie, seconded by Mr. Clinton, it was voted that the votes taken in executive session be ratified and affirmed.

On motion by Mr. Clinton, seconded by Mr. Good, it was voted to adjourn.

ADJOURNED
EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

SPECIAL MEETING Tuesday, December 30, 1969

Called by His Honor, Mayor Walter J. Sullivan, in accordance with the rules of the School Committee for the following purposes:

1. To consider and act on a motion introduced by Mr. Good, seconded by Mr. Clinton, at the meeting of December 16, 1969, Whereas, Article IX of the contract between the School Committee and the Cambridge Teachers Association provides that teachers whose service in the Cambridge School Department has been interrupted shall, upon return to the system, be restored to that step on the salary schedule on which they would have been placed in September if they had remained in the Cambridge school system, it is therefore, Moved: That the Superintendent shall, forthwith, determine whether there are teachers presently in our system who re-entered service prior to the effective date of the present contract and who would have been entitled to said benefits if the said contract was in force and effect at the time of their reappointment; and if it is determined that there are teachers whose date of re-employment deprives them of these benefits that said teachers shall, effective January 1, 1969 be immediately placed on the salary schedule which they would have attained had their total service not been interrupted.

2. To consider and act on a certified Civil Service list to fill one position of Cashier in the Cafeterias.

3. Counter proposals by the Custodian's and Matron's Union to the amendments proposed by the negotiating committee of the Custodian's Union and approved and agreed upon by the School Committee at the regular meeting of Dec. 16, 1969 as follows:

December 19, 1969

Mr. Edward J. O'Connell, Sec'y.
Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass. 02138

Dear Sir:

At a meeting of the Cambridge School Department Custodians and Matrons Union, Local 1611, A.F.S.C. & M.E. it was voted by the body to accept the proposed amendments to the present contract, under the folllowing conditions.

Delete in entirety Par. 2 Item 2 Page 1. Change the wording to read, The employer shall have the right to change the work shifts only after agreement by the union membership.

Rephrase Item 2 Page 2 to read as follows:

With reference to the calling in of extra regular personell for work outside of their regularly scheduled hours of work, the Deputy Superintendent of Schools shall establish guidelines, in agreement with the appropriate Union Committee.

DELETE the last sentence of the paragraph which reads The Deputy Superintendent's decision will not be a subject for grievance.

Yours truly

Gerald P. Griffin
President Local 1611 AFSCME

Members present: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons, Mr. Wylie and Mayor Sullivan.

Mayor Sullivan in the chair.

Action came on a motion by Mr. Good, seconded by Mr. Clinton and introduced at the meeting of December 16, 1969, Whereas, Article IX of the contract between the School Committee and the Cambridge Teachers Association provides that teachers whose service in the Cambridge School Department has been interrupted shall, upon return to the system, be restored to that step on the salary schedule on which they would have been placed in September if they had remained in the Cambridge school system, it is therefore, Moved: That the Superintendent shall, forthwith, determine whether there are teachers presently in our system who re-entered service prior to the effective date of the present contract and who would have been entitled to said benefits if the said contract was in force and effect at the time of their reappointment; and if it is determined that there are teachers whose date of re-employment deprives them of these benefits that said teachers shall, effective January 1, 1969, be immediately placed on the salary schedule which they would have attained had their total service not been interrupted. On the following roll call Mr. Good's motion failed of adoption: Mr. Clinton, Mr. Good, Mayor Sullivan voting "Yea". Mr. Duehay, Mr. Fitzgerald, Mr. Solomons, Mr. Wylie voting "Nay".

Question came on the certified Civil Service list to fill one position of Cashier for cafeterias. On motion by Mr. Clinton, seconded by Mr. Good, it was voted on the following roll that the first name on the list, Mrs. Annette Gannon, 316 Pearl Street, Cambridge, be appointed Cashier effective January 5, 1970: Mr. Clinton, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Wylie and Mayor Sullivan voting "Yea". Mr. Solomons voting "Present".

Question came on counter proposals by the Custodian's and Matron's Union to the amendments proposed by the negotiating committee of the Custodian's Union and approved and agreed upon by the School Committee at the regular meeting of December 16, 1969. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that this matter be placed on file. Mayor Sullivan and Mr. Clinton voting "Nay".

Vice-Chairman in the chair.

On motion by Mayor Sullivan, seconded by Mr. Good, it was unanimously voted to suspend the rules for the purpose of offering a motion which was not set forth in the call of this meeting.

On motion by Mayor Sullivan, seconded by Mr. Good and Mr. Solomons, it was voted, That the School Committee extend its sincere congratulations and highest commendation to Mr. James Anderson, Director of Music Education, Mr. Anthony Appachillo, Asst. Director of Music Education, Miss Jean TePaske and Mr. Gerraughty, teachers in the Music Department and to the participating students for their magnificent program of Christmas music which was televised and carried on radio all day Christmas Day to the delight of all who viewed or heard the performance which brought great public praise for the administrators, teachers and performers alike as well as great honor to the Cambridge School Department.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adjourn.

ADJOURNED
EDWARD J. O'CONNELL

Secretary of the School Committee